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MONTANA WAGE AND SALARY SURVEY

APPENDIX C

In-state Survey Reports  
by Key Class and Grade

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SIBERIA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE--RANGE Q1 MEDIAN Q3	HEIGHTED-AVERAGE HIRE-RATE MAX-MIN RATE	HEIGHTED MEAN	VARIANCE PER-FIRM-MEAN
I TWELVE LARGE COUNTIES	12	34	369.16 393.33 431.05	365.86 426.21	400.03	489.
A FIRMS WITH 250+ EMPLOYEES	3	5	392.00 392.00 442.25	405.40 493.80	413.00	167.
B FIRMS WITH 50 TO 249	3	14	360.00 365.00 395.00	356.93 449.00	381.86	80.
C FIRMS WITH 4 TO 49	2	2	363.99 398.66 433.32	355.33 398.66	398.66	1202.
D LOCAL GOVERNMENTS	4	13	403.00 431.00 500.00	419.77 505.69	446.31	238.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
III MULTI-COUNTY FIRMS	2	3	363.99 363.99 373.73	348.82 437.65	368.32	19.
STATE TOTAL BASED ON SAMPLE	14	37	368.26 388.23 421.07	362.89 428.20	394.51	334.

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	2	2
TRANSPORTATION-PUBLIC UTILITY	1	1
WHOLESALE & RETAIL TRADE	2	3
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	2	4
LOCAL GOVERNMENT	7	27

## BY-SIZE-OF-EMP-OR-GOVERNMENT

4-9 EMPLOYEES	1	1
10-19	0	0
20-49	1	1
50-99	1	1
100-249	3	19
250-499	4	4
500-999	3	5
1000 & OVER	1	2

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



## MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: FILE CLERK, G-7

SIRIA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE RANGE Q1	MEDIAN	Q3	WEIGHTED AVERAGE HIRE-RATE MAX-RATE	WEIGHTED MEAN	VARIANCE CE-10E-MEAN
I TWELVE LARGE COUNTIES	12	34	369.16	393.33	431.05	365.86	426.21	489.
A FIRMS WITH 250+ EMPLOYEES	3	5	392.00	392.00	442.25	405.40	493.80	167.
B FIRMS WITH 50 TO 249	3	14	360.00	365.00	395.00	356.93	449.00	80.
C FIRMS WITH 4 TO 49	2	2	363.99	398.66	433.32	355.33	398.66	1202.
D LOCAL GOVERNMENTS	4	13	403.00	431.00	500.00	419.77	505.69	238.
II SIX SMALL COUNTIES	0	0	0.00	0.00	0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	2	3	363.99	363.99	373.73	348.82	437.65	19.
STATE TOTAL BASED ON SAMPLE	14	37	368.26	388.23	421.07	362.89	428.20	334.
BY-INDUSTRY								
MINING	0	0						
CONSTRUCTION	0	0						
MANUFACTURING	2	2						
TRANSPORTATION-PUBLIC UTILITY	1	1						
WHOLESALE & RETAIL TRADE	2	3						
FINANCE-INSURANCE-REAL ESTATE	0	0						
SERVICES	2	4						
LOCAL GOVERNMENT	7	27						
BY-SIZE-DE-FIRM-OR-GOVERNMENT								
4-9 EMPLOYEES	1	1						
10-19	0	0						
20-49	1	1						
50-99	1	1						
100-249	3	19						
250-499	4	8						
500-999	3	5						
1000 & OVER	1	2						

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
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PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

CLASSIFICATION: GRADE 4

SIC410	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE RANGE			WEIGHTED AVERAGE		VARIANCE	
			Q1	MEDIAN	Q3	RISE-RATE	MAX-RATE	MEAN	DE-TR-MEAN
I TWELVE LARGE COUNTIES	61	393	349.99	397.34	457.01	372.58	454.59	411.99	81.
A FIRMS WITH 250+ EMPLOYEES	21	209	363.99	398.66	456.40	389.49	468.14	424.73	33.
B FIRMS WITH 50 TO 249	13	46	337.99	410.00	480.00	378.08	494.83	416.21	118.
C FIRMS WITH 4 TO 49	11	71	346.67	389.99	448.75	364.47	437.76	405.14	190.
D LOCAL GOVERNMENTS	16	107	396.41	445.00	484.65	409.50	480.16	449.53	48.
II SIX SMALL COUNTIES	7	17	471.30	505.45	531.86	411.74	507.04	502.50	503.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	2	2	476.66	500.83	525.00	411.67	500.83	500.83	586.
D LOCAL GOVERNMENTS	5	15	407.50	560.42	613.50	412.69	581.03	522.33	660.
III MULTI-COUNTY FIRMS	6	110	407.33	470.00	519.99	398.12	532.49	469.67	65.
STATE TOTAL BASED ON SAMPLE	74	520	383.05	429.77	481.22	384.22	476.21	438.71	57.
BY-INDUSTRY									
MINING	1	16							
CONSTRUCTION	1	1							
MANUFACTURING	14	40							
TRANSPORTATION-PUBLIC UTILITY	5	51							
WHOLESALE & RETAIL TRADE	10	83							
FINANCE-INSURANCE-REAL ESTATE	0	0							
SERVICES	15	181							
LOCAL GOVERNMENT	28	148							
BY-SIZE-OF-FIRM-OR-GOVERNMENT									
4-9 EMPLOYEES	5	7							
10-19	6	22							
20-49	2	4							
50-99	15	42							
100-249	11	72							
250-499	20	157							
500-999	10	143							
1000 & OVER	5	73							

NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
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PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: CLERK TYPIST I, G-4

SIC	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE--RANGE		WEIGHTED-AVERAGE		WEIGHTED MEAN	VARIANCE
			Q1	MEDIAN	Q3	HIRE-RATE MAX--BASIC		
I TWELVE LARGE COUNTIES	41	155	415.44	435.99	475.35	395.70	446.38	122.
A FIRMS WITH 250+ EMPLOYEES	12	62	398.66	435.80	493.99	403.71	450.73	150.
B FIRMS WITH 50 TO 249	11	21	400.00	440.00	500.00	399.19	442.63	171.
C FIRMS WITH 4 TO 49	7	16	425.00	435.00	462.50	392.54	445.87	282.
D LOCAL GOVERNMENTS	11	56	395.50	435.00	500.00	400.75	453.77	101.
II SIX SMALL COUNTIES	7	17	471.30	505.45	531.86	411.74	502.50	501.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	2	2	476.66	500.83	525.00	411.67	500.83	584.
D LOCAL GOVERNMENTS	5	15	407.50	560.42	613.50	412.69	522.33	660.
III MULTI-COUNTY FIRMS	4	28	470.00	470.00	470.00	409.20	489.36	175.
STATE TOTAL BASED ON SAMPLE	52	200	434.55	455.08	486.34	400.89	463.94	77.
BY-INDUSTRY								
MINING	0	0						
CONSTRUCTION	0	0						
MANUFACTURING	11	28						
TRANSPORTATION-PUBLIC UTILITY	5	30						
WHOLESALE & RETAIL TRADE	4	6						
FINANCE-INSURANCE-REAL ESTATE	0	0						
SERVICES	9	47						
LOCAL GOVERNMENT	23	89						
BY-SIZE-OF-FIRM-OR-GOVERNMENT								
4-9 EMPLOYEES	4	5						
10-19	4	12						
20-49	1	1						
50-99	13	30						
100-249	10	44						
250-499	10	57						
500-999	7	20						
1000 & OVER	3	31						

NOTES:

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PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



CLASSIFICATION: FOOD SERVICE WORKER I, C-4

SUBAREA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE RANGE OF MEDIAN	WEIGHTED AVERAGE INTERQUARTILE RANGE	WEIGHTED MEAN	VARIANCE COEFFICIENT			
I TWELVE LARGE COUNTIES	20	182	334.71	354.74	360.59	367.81	749.16	9.	
A FIRMS WITH 250+ EMPLOYEES	10	115	346.67	376.13	400.06	363.14	408.58	384.07	12.
B FIRMS WITH 50 TO 249	2	15	329.33	329.33	337.99	332.79	363.99	338.57	12.
C FIRMS WITH 4 TO 49	3	12	329.33	346.67	346.67	320.66	353.89	338.00	20.
D LOCAL GOVERNMENTS	5	41	350.47	483.59	483.59	413.27	444.63	431.95	91.
II SIX SMALL COUNTIES	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	2	62	402.13	418.07	476.66	371.22	498.12	434.41	81.
STATE TOTAL BASED ON SAMPLE	22	245	346.44	365.43	380.79	340.10	390.48	364.00	9.
BY-INDUSTRY									
MINING	0	0							
CONSTRUCTION	0	0							
MANUFACTURING	0	0							
TRANSPORTATION-PUBLIC UTILITY	1	12							
WHOLESALE & RETAIL TRADE	4	62							
FINANCE-INSURANCE-REAL ESTATE	0	0							
SERVICES	12	130							
LOCAL GOVERNMENT	5	41							

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	1	2
10-19	2	10
20-49	0	0
50-99	1	9
100-249	3	18
250-499	8	34
500-999	6	110
1000 & OVER	1	12

## NOTES:

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PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: KEYPUNCH OPERATOR I, G-6

SUBSIDIA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE--RANGE Q1 MEDIAN Q3	WEIGHTED-AVERAGE HIRE-RATE MAX-RATE	WEIGHTED MEAN	VARIANCE SE-IRE-MEAN
I TWELVE LARGE COUNTIES	17	55	414.00 442.26 524.82	402.96 582.97	471.23	1185.
A FIRMS WITH 250+ EMPLOYEES	9	72	460.00 502.50 546.00	456.61 621.58	520.46	206.
B FIRMS WITH 50 TO 249	3	10	436.00 470.00 500.00	401.66 637.33	477.16	308.
C FIRMS WITH 4 TO 49	1	3	396.49 415.99 526.49	389.99 583.32	456.43	2913.
D LOCAL GOVERNMENTS	4	10	431.00 508.50 530.00	418.40 527.50	497.65	555.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
III MULTI-COUNTY FIRMS	5	20	498.31 539.47 628.00	466.01 606.67	551.41	312.
STATE TOTAL BASED ON SAMPLE	22	75	428.67 459.17 542.78	413.93 587.09	485.10	818.
BY-INDUSTRY						
MINING	1	16				
CONSTRUCTION	1	1				
MANUFACTURING	5	12				
TRANSPORTATION-PUBLIC UTILITY	1	9				
WHOLESALE & RETAIL TRADE	5	15				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	2	4				
LOCAL GOVERNMENT	6	18				
BY-SIZE-DE-FIRM-OR-GOVERNMENT						
4-9 EMPLOYEES	0	0				
10-19	0	0				
20-49	1	3				
50-99	1	3				
100-249	3	10				
250-499	9	16				
500-999	5	17				
1000 & OVER	3	30				

## NOTES:

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PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



## CLASSIFICATION: GRADE E

SIBIP	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE HIRE RATE PAY-RATE	WEIGHTED MEAN	VARIANCE CE-IRE-MEAN
I TWELVE LARGE COUNTIES	53	322	370.21 424.68 513.64	409.22	484.75	189.
A FIRMS WITH 250+ EMPLOYEES	21	194	426.39 471.59 725.00	504.07	557.61	533.31
B FIRMS WITH 50 TO 249	11	75	329.33 346.67 417.50	371.13	458.31	397.92
C FIRMS WITH 4 TO 49	9	22	364.00 424.66 480.00	388.72	468.45	449.93
D LOCAL GOVERNMENTS	12	27	434.00 571.43 677.66	536.72	579.53	550.31
II SIX SMALL COUNTIES	5	13	389.98 430.07 452.53	372.98	493.06	433.73
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00	0.00	0.00
B FIRMS WITH 50 TO 249	1	5	398.66 398.66 407.33	346.67	476.66	405.59
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00	0.00	0.00
D LOCAL GOVERNMENTS	4	8	378.95 470.00 510.00	406.41	517.92	469.49
III MULTI-COUNTY FIRMS	4	579	533.86 649.99 712.39	522.01	700.34	617.14
STATE TOTAL BASED ON SAMPLE	62	914	396.88 456.87 528.38	417.26	516.20	474.63
BY-INDUSTRY						
MINING	0	0				
CONSTRUCTION	0	0				
MANUFACTURING	11	70				
TRANSPORTATION-PUBLIC UTILITY	4	69				
WHOLESALE & RETAIL TRADE	12	560				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	15	172				
LOCAL GOVERNMENT	20	43				

## BY-SIZE-OF-FIRM-CB-GOVERNMENT

4-9 EMPLOYEES	6	18
10-19	1	1
20-49	3	4
50-99	14	46
100-249	17	8
250-499	14	84
500-999	13	617
1000 & OVER	3	87

## NOTES:

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PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## MONTANA WAGE AND SALARY SURVEY

## CLASSIFICATION: CUSTODIAL WORKER I, G-S

STATUS	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE--RANGE Q1	MEDIAN	Q3	WEIGHTED-AVERAGE HIRE-RATE	WEIGHTED MEAN	VARIANCE CE-INE-MEAN
I TWELVE LARGE COUNTIES	39	216	359.66	428.53	594.59	410.18	483.75	1054.
A FIRMS WITH 250+ EMPLOYEES	18	148	414.26	471.50	749.65	520.89	562.00	201.
B FIRMS WITH 50 TO 249	6	42	329.33	329.33	363.99	395.91	432.33	482.
C FIRMS WITH 4 TO 49	4	7	346.66	433.33	600.83	374.84	469.04	2571.
D LOCAL GOVERNMENTS	11	19	480.36	601.00	681.38	600.18	633.34	801.
II SIX SMALL COUNTIES	3	4	389.00	472.50	602.50	454.50	522.83	5817.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	3	4	389.00	472.50	602.50	454.50	522.83	5817.
III MULTI-COUNTY FIRMS.	3	68	498.00	503.57	630.45	442.30	620.87	79.
STATE TOTAL BASED ON SAMPLE	45	288	384.82	448.00	594.62	423.79	510.76	703.

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	9	55
TRANSPORTATION-PUBLIC UTILITY	4	59
WHOLESALE & RETAIL TRADE	4	16
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	13	132
LOCAL GOVERNMENT	15	26

## BY-SIZE-DE-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	2	5
10-19	1	1
20-49	2	2
50-99	10	44
100-249	5	12
250-499	11	54
500-999	11	94
1000 & OVER	3	76

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CLASSIFICATION: LIQUOR STORE CLERK I, G-5

SIBSIA	NO. OF FIRMS	NO. OF EMPLOYEES	INDETERMINABLE---RANGE Q1 MEDIAN Q3	WEIGHTED-AVERAGE HIGH-SCALE MAX-MIN	WIGHTED MEAN	VARIANCE CE-100-MEAN
I TWELVE LARGE COUNTIES	7	49	439.96	457.72	495.41	430.72 515.86 477.08 209.
A FIRMS WITH 250+ EMPLOYEES	1	8	736.65	757.45	757.45	747.05 46.
B FIRMS WITH 50 TO 249	1	24	330.00	362.50	395.00	325.00 490.00 77.
C FIRMS WITH 4 TO 49	5	15	402.99	435.99	462.66	395.19 468.17 463.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00 0.00 0.
II SIX SMALL COUNTIES	1	2	500.00	507.59	515.00	370.00 560.00 507.50 56.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00 0.00 0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00 0.00 0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00 0.00 0.
D LOCAL GOVERNMENTS	1	2	500.00	507.50	515.00	370.00 560.00 507.50 56.
III MULTI-COUNTY FIRMS	1	500	533.86	649.99	712.39	532.86 712.39 628.50 13.
STATE TOTAL BASED ON SAMPLE	9	551	465.36	494.56	529.39	432.35 552.12 504.27 92.
BY-INDUSTRY						
MINING	0	0				
CONSTRUCTION	0	0				
MANUFACTURING	1	8				
TRANSPORTATION-PUBLIC UTILITY	0	0				
WHOLESALE & RETAIL TRADE	7	541				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	0	0				
LOCAL GOVERNMENT	1	2				

## BY-SIZE-DE-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	4	17
10-19	0	0
20-49	1	2
50-99	2	28
100-249	0	0
250-499	1	0
500-999	2	508
1000 & OVER	0	0

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEANS, AND MEDIAN, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



## MONTANA WAGE AND SALARY SURVEY

## CLASSIFICATION: SWITCHBOARD OPERATOR I, G-5

SIBSIS	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE RANGE		WEIGHTED AVERAGE HIGH-BOLE MAX-MIN	WEIGHTED MEAN	VARIANCE OF LOG-MEAN
			Q1	MEDIAN	Q3		
I TWELVE LARGE COUNTIES	22	57	470.90	455.80	488.37	493.69	123.
A FIRMS WITH 250+ EMPLOYEES	13	42	445.46	459.32	474.92	504.38	141.
B FIRMS WITH 50 TO 249	5	7	434.00	466.00	509.50	496.47	414.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	4	8	375.00	411.00	451.00	451.75	395.
II SIX SMALL COUNTIES	2	7	389.98	389.98	394.83	464.92	15.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	1	5	398.66	398.66	407.33	476.66	48.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	1	2	378.95	378.95	378.95	450.00	0.
III MULTI-COUNTY FIRMS	2	11	570.00	570.00	570.00	643.71	101.
STATE TOTAL BASED ON SAMPLE	25	75	441.60	457.91	480.23	508.42	55.
BY INDUSTRY							
MINING	0	0					
CONSTRUCTION	0	0					
MANUFACTURING	7	7					
TRANSPORTATION-PUBLIC UTILITY	1	10					
WHOLESALE & RETAIL TRADE	3	3					
FINANCE-INSURANCE-REAL ESTATE	0	0					
SERVICES	7	40					
LOCAL GOVERNMENT	8	15					
BY SIZE OF FIRM OR GOVERNMENT							
4-9 EMPLOYEES	0	0					
10-19	0	0					
20-49	0	0					
50-99	6	14					
100-249	3	5					
250-499	9	30					
500-999	7	15					
1000 & OVER	2	11					

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: GRADE 6

SUBSIA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE INTERQUANTILE RANGE	WEIGHTED MEDIAN	VARIANCE CEILING-BEAM
I TWELVE LARGE COUNTIES	33	142	427.63 474.70 537.33	400.81 553.82	487.78	90.
A FIRMS WITH 250+ EMPLOYEES	11	58	537.00 613.50 740.00	580.21 691.97	646.04	326.
B FIRMS WITH 50 TO 249	11	42	450.00 501.73 554.66	449.16 575.24	505.87	158.
C FIRMS WITH 4 TO 49	4	19	394.31 437.33 485.32	382.11 438.74	438.74	193.
D LOCAL GOVERNMENTS	7	23	459.75 500.00 553.75	443.07 556.70	517.48	375.
II SIX SMALL COUNTIES	7	4	505.62 505.62 505.62	363.06 505.62	505.62	*****
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	1	7	518.52 518.52 518.52	363.49 518.52	518.52	0.
D LOCAL GOVERNMENTS	1	1	352.00 352.00 352.00	352.00 352.00	352.00	*****
III MULTI-COUNTY FIRMS	4	40	570.00 570.00 660.78	470.16 653.21	582.54	86.
STATE TOTAL BASED ON SAMPLE	39	195	463.43 493.99 547.78	402.55 557.54	501.93	*****
BY-INDUSTRY						
MINING	0	0				
CONSTRUCTION	0	0				
MANUFACTURING	0	53				
TRANSPORTATION-PUBLIC UTILITY	6	50				
WHOLESALE & RETAIL TRADE	10	40				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	4	14				
LOCAL GOVERNMENT	12	36				
BY-SIZE-OF-FIRM-OR-GOVERNMENT						
4-9 EMPLOYEES	2	8				
10-19	1	2				
20-49	2	12				
50-99	9	20				
100-249	7	32				
250-499	7	43				
500-999	4	26				
1000 & OVER	3	57				

NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY PAY'S, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN'S, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

# MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: CLEAR STENOGRAPHER I, G-6

SIBSIA	NO. OF FIRMS	NO. OF EMPLOYEES	INFEQUABLE RANGE 21 MEDIAN 22	WEIGHTED-AVERAGE WAGE-RATE EXA-RATE	WEIGHTED ECOW	VARIANCE CE-TRE-MEAN
I TWELVE LARGE COUNTIES	24	77	481.75 530.26	566.37 470.56	599.16	140.
A FIRMS WITH 250+ EMPLOYEES	7	15	528.50 577.00	605.25	565.34	722.
B FIRMS WITH 50 TO 249	11	41	450.00 500.00	541.66	498.47	108.
C FIRMS WITH 4 TO 49	7	0	0.00 0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	6	21	457.00 500.00	539.50	494.88	158.
II SIX SMALL COUNTIES	1	1	352.00 352.00	352.00	352.00	*****
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	1	1	352.00 352.00	352.00	352.00	*****
III MULTI-COUNTY FIRMS	4	44	570.00 570.00	660.74	653.00	106.
STATE TOTAL BASED ON SAMPLE	23	122	467.02 498.78	534.95	555.34	*****
BY-INDUSTRY						
MINING	0	0				
CONSTRUCTION	0	0				
MANUFACTURING	5	14				
TRANSPORTATION-PUBLIC UTILITY	4	44				
WHOLESALE & RETAIL TRADE	5	20				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	3	10				
LOCAL GOVERNMENT	11	34				
BY-SIZE-OF-EMPLOY-OR-GOVERNMENT						
4-9 EMPLOYEES	0	0				
10-19	0	0				
20-49	0	0				
50-99	8	18				
100-249	7	12				
250-499	6	20				
500-999	5	9				
1000 & OVER	3	43				

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1976.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



## CLASSIFICATION: SECURITY QUOTE VI, C-6

SIGMA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE--RANGE OF MEDIAN	WEIGHTED-AVERAGE HIGH-LOVE MAX--BASIC	WEIGHTED MEAN	VARIANCE CE--LOVE--MEAN
I TWELVE LARGE COUNTIES	6	27	738.39 740.00 835.00	671.42 782.82	760.82	327.
A FIRMS WITH 250+ EMPLOYEES	6	27	738.39 740.00 835.00	671.42 782.82	760.82	327.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	6	27	738.39 740.00 835.00	671.42 782.82	760.82	327.
BY-INDUSTRY						
MINING	0	0				
CONSTRUCTION	0	0				
MANUFACTURING	4	23				
TRANSPORTATION-PUBLIC UTILITY	0	0				
WHOLESALE & RETAIL TRADE	0	0				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	2	4				
LOCAL GOVERNMENT	0	0				
BY-SIZE-OF-FIRM-OR-GOVERNMENT						
4-9 EMPLOYEES	0	0				
10-19	0	0				
20-49	0	0				
50-99	0	0				
100-249	0	0				
250-499	0	0				
500-999	0	0				
1000 & OVER	0	0				

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY CONDUCTED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY DATA, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEAN FOR SIGMA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## CLASSIFICATION: SERVICE STATION ATTENDANT, G-6

SERIAL	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE--RANGE		WEIGHTED AVERAGE HIGH-PAID MAX-RATE		WEIGHTED MEAN	VARIANCE COEFF-MEAN
			Q1	MEDIAN	Q3	Q3		
I TWELVE LARGE COUNTIES	8	38	496.74	529.26	567.85	567.85	517.06	*****
A FIRMS WITH 250+ EMPLOYEES	1	16	486.00	537.00	573.00	573.00	529.13	88.
B FIRMS WITH 50 TO 249	1	1	809.45	809.45	809.45	809.45	809.45	*****
C FIRMS WITH 4 TO 49	4	19	394.31	433.37	485.32	485.32	516.34	193.
D LOCAL GOVERNMENTS	2	2	745.32	754.86	764.79	764.79	754.86	91.
II SIX SMALL COUNTIES	1	3	518.52	518.52	518.52	518.52	518.52	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	1	1	518.52	518.52	518.52	518.52	518.52	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	1	5	570.00	570.00	570.00	570.00	570.00	0.
STATE TOTAL BASED ON SAMPLE	10	46	511.36	532.65	557.92	557.92	533.99	*****

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	1	16
TRANSPORTATION-PUBLIC UTILITY	2	6
WHOLESALE & RETAIL TRADE	5	22
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	0	0
LOCAL GOVERNMENT	2	2

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	2	8
10-19	1	2
20-49	2	12
50-99	2	2
100-249	0	0
250-499	2	17
500-999	0	0
1000 & OVER	1	5

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR SERIAL I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## CLASSIFICATION: GRADE 7

SIRIA	NO. OF FIRMS	NO. OF EMPLOYEES	INTELLIGIBLE RANGE		WEIGHTED HIGH-PAID FIRM RATE	WEIGHTED AVERAGE FIRM RATE	VARIANCE CELL-REBS
			Q1	MEDIAN	Q3		
I TWELVE LARGE COUNTIES	91	1390	392.29	554.02	644.29	492.04	576.85
A FIRMS WITH 250+ EMPLOYEES	24	799	398.66	440.26	495.00	451.64	532.60
B FIRMS WITH 50 TO 249	21	157	343.25	500.00	660.39	477.42	556.07
C FIRMS WITH 4 TO 49	18	66	389.99	600.00	681.19	490.79	595.48
D LOCAL GOVERNMENTS	19	369	373.87	483.59	544.00	476.29	538.51
II SIX SMALL COUNTIES	11	61	425.81	444.33	454.35	798.39	489.58
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00
B FIRMS WITH 50 TO 249	2	7	381.33	407.33	431.15	395.90	497.85
C FIRMS WITH 4 TO 49	2	6	434.29	457.57	457.14	400.00	478.76
D LOCAL GOVERNMENTS	7	48	381.33	381.33	450.66	382.40	468.39
III MULTI-COUNTY FIRMS	6	265	519.99	570.00	802.52	577.24	694.45
STATE TOTAL BASED ON SAMPLE	98	1716	410.31	533.48	626.73	477.83	573.11
BY-INDUSTRY							
MINING	0	0					
CONSTRUCTION	2	7					
MANUFACTURING	19	204					
TRANSPORTATION-PUBLIC UTILITY	6	72					
WHOLESALE & RETAIL TRADE	21	268					
FINANCE-INSURANCE-REAL ESTATE	0	0					
SERVICES	18	720					
LOCAL GOVERNMENT	32	447					
BY-SIZE-DE-FIRM-OR-GOVERNMENT							
4-9 EMPLOYEES	6	10					
10-19	11	31					
20-49	7	38					
50-99	22	108					
100-249	14	202					
250-499	21	616					
500-999	13	544					
1000 & OVER	4	147					

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUALITIES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE DEPARTMENT OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: ACCOUNTING CLERK II, G-7

SIBIA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE HYPOTHE-ETABLE	WEIGHTED MEAN	VARIANCE CE-HE-MEAN
I TWELVE LARGE COUNTIES	59	140	429.13 522.74 646.84	474.43	545.98	787.
A FIRMS WITH 250+ EMPLOYEES	18	47	561.25 626.00 877.00	574.21	779.45	662.
B FIRMS WITH 50 TO 249	19	40	446.00 520.00 567.00	478.01	514.01	215.
C FIRMS WITH 4 TO 49	9	11	392.49 500.00 617.99	462.63	523.08	1906.
D LOCAL GOVERNMENTS	13	42	456.00 523.50 628.75	463.74	543.12	252.
II SIX SMALL COUNTIES	7	10	443.23 447.46 456.96	410.73	448.39	*****
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	1	1	500.00 500.00 500.00	483.33	500.00	*****
C FIRMS WITH 4 TO 49	1	1	434.29 434.29 434.29	400.00	485.71	*****
D LOCAL GOVERNMENTS	5	8	477.50 537.50 643.88	446.25	587.56	1418.
III MULTI-COUNTY FIRMS	4	58	564.37 570.00 570.00	491.04	573.72	140.
STATE TOTAL BASED ON SAMPLE	70	208	450.71 513.65 596.46	463.51	578.42	*****
BY-INDUSTRY						
MINING	0	0				
CONSTRUCTION	2	2				
MANUFACTURING	14	45				
TRANSPORTATION-PUBLIC UTILITY	4	39				
WHOLESALE & RETAIL TRADE	13	46				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	13	15				
LOCAL GOVERNMENT	24	61				
BY-SIZE-OF-FIRM-OR-GOVERNMENT						
4-9 EMPLOYEES	3	3				
10-19	4	5				
20-49	5	6				
50-99	17	33				
100-249	12	26				
250-499	16	43				
500-999	10	35				
1000 & OVER	3	57				

NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## CLASSIFICATION: GRAND INSPECTOR I, 0-7

SIDRA	NO. OF ITEMS	NO. OF EMPLOYEES	INTERQUARTILE--RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE HIRE-RATE MAX-RATE	WEIGHTED MEAN	VARIANCE CELLS-BEAN
I TWELVE LARGE COUNTIES	1	1	600.00	600.00	600.00	*****
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.
R FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	1	1	600.00	600.00	600.00	*****
II SIX SMALL COUNTIES	0	0	0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.
R FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	1	1	600.00	600.00	600.00	*****
BY-INDUSTRY						
MINING	0	0				
CONSTRUCTION	0	0				
MANUFACTURING	0	0				
TRANSPORTATION-PUBLIC UTILITY	0	0				
WHOLESALE & RETAIL TRADE	0	0				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	0	0				
LOCAL GOVERNMENT	1	1				
BY-SIZE-OF-EMPLOYEE-EMPLOYMENT						
4-9 EMPLOYEES	0	0				
10-19	0	0				
20-49	0	0				
50-99	1	1				
100-249	0	0				
250-499	0	0				
500-999	0	0				
1000 & OVER	0	0				

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY OBTAINED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEANS, AND MEANS FOR YEARS I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## CLASSIFICATION: C00K I, C-7

SIRIA	NO. OF FIRMS	NO. OF EMPLOYEES	INISQUALITY--RANGE		WEIGHTED AVERAGE HIRE-RATE MAX.-RATE	WEIGHTED MEAN	VARIANCE CE-THE-MEAN
			Q1	Q3			
I TWELVE LARGE COUNTIES							
A FIRMS WITH 250+ EMPLOYEES	7	48	389.75	425.57	420.17	472.00	188.
B FIRMS WITH 50 TO 249	4	20	415.13	427.26	431.67	423.11	105.
C FIRMS WITH 4 TO 49	4	10	375.00	407.67	433.32	442.00	206.
D FIRMS WITH 4 TO 49	4	8	389.99	433.32	502.66	433.08	445.
E LOCAL GOVERNMENTS	4	10	363.99	397.58	443.72	406.05	220.
II SIX SMALL COUNTIES							
A FIRMS WITH 250+ EMPLOYEES	2	9	406.13	419.13	434.11	420.63	76.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	6	381.33	394.33	424.66	401.55	93.
D FIRMS WITH 4 TO 49	1	3	437.65	450.66	450.66	444.88	33.
III MULTI-COUNTY FIRMS							
A FIRMS WITH 250+ EMPLOYEES	1	70	435.06	476.66	519.99	471.93	46.
B FIRMS WITH 50 TO 249	22	127	399.40	431.29	474.80	435.15	83.
C FIRMS WITH 4 TO 49							
D LOCAL GOVERNMENTS							
BY-INDUSTRY							
MINING	0	0					
CONSTRUCTION	0	0					
MANUFACTURING	0	0					
TRANSPORTATION-PUBLIC UTILITY	0	0					
WHOLESALE & RETAIL TRADE	3	74					
FINANCE-INSURANCE-REAL ESTATE	0	0					
SERVICES	12	36					
LOCAL GOVERNMENT	7	17					

## BY-SIZE-OF-FIRM--GOVERNMENT

4-9 EMPLOYEES	1	2
10-19	1	5
20-49	1	1
50-99	4	14
100-249	4	10
250-499	5	14
500-999	5	81
1000 & OVER	0	0

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEANS, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



# MONTANA WAGE AND SALARY SURVEY

## CLASSIFICATION: EQUIPMENT OPERATOR I, G-7

STATE	NO. OF FIRMS	NO. OF EMPLOYEES	Q1	MEDIAN	Q3	WEIGHTED AVERAGE	WEIGHTED MEDIAN	VARIANCE
I TWELVE LARGE COUNTIES	23	144	722.57	770.44	843.10	776.89	775.76	584.
A FIRMS WITH 100+ EMPLOYEES	8	69	755.72	879.35	870.75	823.82	823.00	145.
B FIRMS WITH 50 TO 249	5	9	738.39	800.00	808.86	787.76	787.76	5061.
C FIRMS WITH 4 TO 49	4	7	710.03	740.12	848.03	762.22	762.22	1060.
D LOCAL GOVERNMENTS	6	59	731.20	736.00	823.77	766.55	766.55	127.
II SIX SMALL COUNTIES	1	4	484.32	664.87	464.82	464.82	464.82	*****
A FIRMS WITH 100+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	1	1	450.00	450.00	450.00	450.00	450.00	*****
D LOCAL GOVERNMENTS	1	3	641.32	641.32	641.32	641.32	641.32	0.
III MULTI-COUNTY FIRMS	1	4	774.80	774.80	774.80	774.80	774.80	0.
STATE TOTAL BASED ON SAMPLE	26	152	676.33	707.68	755.26	684.42	711.01	*****
BY INDUSTRY								
Mining	0	0						
Construction	1	1						
Manufacturing	11	76						
Transportation-Public Utility	0	0						
Wholesale & Retail Trade	6	12						
Finance-Insurance-Real Estate	0	0						
Services	1	1						
Local Government	7	62						
BY SIZE OF FIRM OR GOVERNMENT								
4-9 EMPLOYEES	2	6						
10-19	2	2						
20-49	2	2						
50-99	2	2						
100-249	5	26						
250-499	7	62						
500-999	7	16						
1000 & OVER	1	75						

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEANS, AND MEDIAN FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## CLASSIFICATION: NURSES AIDE I, 0-7

COUNTY	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE RANGE Q1	REGION	Q3	HEIGHTED-AVERAGE HIGH-BASE RATE	WEIGHTED MEAN	VARIANCE CELL-RE-MEAN
I TWELVE LARGE COUNTIES	17	879	328.84	734.25	346.22	327.75	742.11	34.
A FIRMS WITH 250+ EMPLOYEES	10	591	398.66	412.52	459.32	379.93	421.73	3.
B FIRMS WITH 50 TO 249	1	51	337.99	337.99	357.49	377.99	767.60	8.
C FIRMS WITH 4 TO 49	1	8	307.20	307.20	307.20	307.20	716.30	83.
D LOCAL GOVERNMENTS	5	229	372.66	445.11	487.59	406.74	429.35	16.
II SIX SMALL COUNTIES	1	30	381.33	381.33	381.33	346.67	381.33	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	1	30	381.33	381.33	381.33	346.67	381.33	0.
III MULTI-COUNTY FIRMS	0	0	0.00	0.00	0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	18	909	344.46	345.57	354.66	332.30	751.54	19.

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	0	0
TRANSPORTATION-PUBLIC UTILITY	0	0
WHOLESALE & RETAIL TRADE	0	0
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	12	650
LOCAL GOVERNMENT	6	259

## BY-SIZE-OF-FIRM-CB-GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	1	8
50-99	1	30
100-249	3	107
250-499	4	459
500-999	4	705
1000 & OVER	0	0

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## CLASSIFICATION: PERSONNEL CLERK II, 6-7

STRATA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE RANGE Q1 MEDIAN Q3	WEIGHTED MEAN	VARIANCE CE-1WE-MEAN
I TWELVE LARGE COUNTIES	6	10	484.14 507.77 578.70	474.02 606.15	511.67	150.
A FIRMS WITH 250+ EMPLOYEES	2	6	477.19 477.50 500.00	459.91 609.54	487.20	76.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	4	4	517.50 600.00 655.00	517.03 595.82	586.25	1756.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
III MULTI-COUNTY FIRMS	3	3	549.32 604.92 659.81	439.66 604.61	604.61	1809.
STATE TOTAL BASED ON SAMPLE	9	13	495.48 524.67 559.44	468.04 605.88	527.84	157.

## BY-INDUSTRY

HINTING	0	0
CONSTRUCTION	0	0
MANUFACTURING	1	5
TRANSPORTATION-PUBLIC UTILITY	1	1
WHOLESALE & RETAIL TRADE	2	2
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	1	1
LOCAL GOVERNMENT	4	4

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	1	1
50-99	1	1
100-249	1	1
250-499	1	1
500-999	3	7
1000 & OVER	2	2

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## CLASSIFICATION: SECRETARY I, G-7

STEPS	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE--RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE HIGH-PAID MAX. RATE	WEIGHTED MEAN	VARIANCE CE-TH MEAN
I TWELVE LARGE COUNTIES	73	78	496.58 586.91 651.92	475.97	587.33	2144.
A FIRMS WITH 250+ EMPLOYEES	13	38	547.73 571.00 601.00	515.70	601.93	476.
B FIRMS WITH 50 TO 249	8	14	500.00 551.13 600.00	499.83	571.46	396.
C FIRMS WITH 4 TO 49	3	7	487.50 600.00 675.00	460.00	583.33	5278.
D LOCAL GOVERNMENTS	9	23	450.00 585.00 600.00	480.77	570.68	806.
II SIX SMALL COUNTIES	4	8	439.15 458.25 461.42	398.55	450.28	41.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	1	4	445.72 457.14 457.14	400.00	451.83	33.
D LOCAL GOVERNMENTS	3	4	361.00 420.00 512.33	381.33	436.67	2221.
III MULTI-COUNTY FIRMS	5	30	690.00 690.00 690.00	551.48	656.33	162.
STATE TOTAL BASED ON SAMPLE	42	116	511.35 577.63 617.67	470.33	565.82	924.

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	2	2
MANUFACTURING	9	24
TRANSPORTATION-PUBLIC UTILITY	4	24
WHOLESALE & RETAIL TRADE	4	9
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	6	16
LOCAL GOVERNMENT	17	41

## BY-SIZE-OF-EMP-OR-GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	3	6
20-49	2	2
50-99	8	9
100-249	7	17
250-499	11	32
500-999	4	23
1000 & OVER	3	27

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STEPS I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



## MONTANA WAGE AND SALARY SURVEY

## CLASSIFICATION: WAREHOUSE WORKER II, 6-7

SIGMA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE--RANGE OF MEDIAN	WEIGHTED-AVERAGE HIRE-RATE MAX-RATE	WEIGHTED MEAN	VARIANCE CE-IDE-MEAN
I TWELVE LARGE COUNTIES	15	90	594.98	686.45	723.84	579.74 700.42 651.65 156.
A FIRMS WITH 250+ EMPLOYEES	8	28	759.46	878.79	894.07	785.74 841.90 801.80 657.
B FIRMS WITH 50 TO 249	4	17	550.39	640.39	738.39	678.01 687.10 684.05 106.
C FIRMS WITH 4 TO 49	3	29	539.44	649.99	681.19	505.55 671.99 608.63 310.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00 0.00 0.00 0.
II SIX SMALL COUNTIES	11	0	0.00	0.00	0.00	0.00 0.00 0.00 0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00 0.00 0.00 0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00 0.00 0.00 0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00 0.00 0.00 0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00 0.00 0.00 0.
III MULTI-COUNTY FIRMS	3	100	802.52	802.52	802.52	772.75 786.35 779.55 40.
STATE TOTAL BASED ON SAMPLE	18	190	631.09	706.64	737.53	613.32 715.37 673.90 107.

## BY-INDUSTRY

Mining	2	0
Construction	1	2
Manufacturing	9	54
Transportation-Public Utility	1	8
Wholesale & Retail Trade	5	12
Finance-Insurance-Real Estate	0	0
Services	1	1
Local Government	1	2

## BY-SIZE-DE-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	2	13
20-49	1	14
50-99	1	19
100-249	1	15
250-499	5	27
500-999	5	27
1000 & OVER	2	26

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.

2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.

3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## MONTANA WAGE AND SALARY SURVEY

## CLASSIFICATION: GRADE P

SIBERIA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE--RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE HIRE-RATE MAX-RATE	WEIGHTED MEAN	VARIANCE SE-IRE-MEAN
I TWELVE LARGE COUNTIES	14	26	571.75 587.47 526.08	565.14 657.78	598.04	*****
A FIRMS WITH 250+ EMPLOYEES	4	5	872.06 905.00 1139.25	817.58 1100.78	1002.05	7306.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	1	1	500.00 500.00 500.00	500.00 500.00	500.00	*****
D LOCAL GOVERNMENTS	9	20	620.00 723.50 755.00	670.47 747.92	698.92	526.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
III MULTI-COUNTY FIRMS	2	15	589.25 690.00 690.00	554.13 786.20	677.60	645.
STATE TOTAL BASED ON SAMPLE	16	41	592.20 601.96 637.20	563.23 679.79	612.63	*****

## BY-INDUSTRY

MINING	0	0	
CONSTRUCTION	0	0	
MANUFACTURING	4	5	
TRANSPORTATION-PUBLIC UTILITY	2	15	
WHOLESALE & RETAIL TRADE	0	0	
FINANCE-INSURANCE-REAL ESTATE	0	0	
SERVICES	1	1	
LOCAL GOVERNMENT	9	20	

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0	
10-19	1	1	
20-49	0	0	
50-99	1	1	
100-249	1	1	
250-499	7	14	
500-999	3	7	
1000 & OVER	3	17	

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STATE I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

CLASSIFICATION: OCCUPATIONAL SERVICES, C-4

SIC-4	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE--RANGE Q1 MEDIAN Q3	WEIGHTED-AVERAGE HIRE-RATE MAX.-RATE	WEIGHTED MEAN	VARIANCE CELL-WE-MEAN
I TWELVE LARGE COUNTIES	3	6	755.00 755.00 755.00	640.43 737.43	737.83	3910.
A FIRMS WITH 250+ EMPLOYEES	1	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	3	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	3	6	755.00 755.00 755.00	640.43 737.43	737.83	3910.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	3	6	755.00 755.00 755.00	640.43 737.43	737.83	3910.
BY-INDUSTRY						
MINING	0	0				
CONSTRUCTION	0	0				
MANUFACTURING	0	0				
TRANSPORTATION-PUBLIC UTILITY	0	0				
WHOLESALE & RETAIL TRADE	0	0				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	0	0				
LOCAL GOVERNMENT	3	6				
BY-SIZE-CELL-LEVEL-GOVERNMENT						
4-9 EMPLOYEES	0	0				
10-19	0	0				
20-49	0	0				
50-99	1	1				
100-249	1	1				
250-499	0	0				
500-999	1	1				
1000 & OVER	0	0				

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
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PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: CRAFTSMAN II, G-a

STATE	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE--RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE HIS-PALE-WHITE-NEG	WEIGHTED MEAN	VARIANCE LE-THE-MEAN
I TWELVE LARGE COUNTIES	12	15	574.81 594.14 632.21	562.50	603.66	*****
A FIRMS WITH 250+ EMPLOYEES	4	4	894.50 995.50 1192.50	812.92	1043.50	9309.
B FIRMS WITH 50 TO 249	3	0	0.00 0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	1	1	500.00 500.00 500.00	500.00	500.00	*****
D LOCAL GOVERNMENTS	7	10	605.00 635.00 700.00	638.61	655.01	408.
II SIX SMALL COUNTIES	3	0	0.00 0.00 0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	2	12	690.00 690.00 690.00	570.50	683.58	173.
STATE TOTAL BASED ON SAMPLE	14	27	594.85 610.82 642.27	563.90	617.56	*****
BY-INDUSTRY						
MINING	0	0				
CONSTRUCTION	3	0				
MANUFACTURING	4	4				
TRANSPORTATION-PUBLIC UTILITY	2	12				
WHOLESALE & RETAIL TRADE	0	0				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	1	1				
LOCAL GOVERNMENT	7	10				

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	3	0
10-19	1	1
20-49	0	0
50-99	0	0
100-249	0	0
250-499	7	10
500-999	3	3
1000 & OVER	3	13

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
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## MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: SURVEY AIDE II, G-P

SIC101	NO. OF FIRMS	NO. OF EMPLOYEES	INDETERMINABLE RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE HIRE-RATE PAY-RATE	WEIGHTED MEAN	VARIANCE SE-100-MEAN
I TWELVE LARGE COUNTIES	2	4	715.50 766.09 785.18	734.59 833.59	750.34	570.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	2	4	715.50 766.09 785.18	734.59 833.59	750.34	570.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
III MULTI-COUNTY FIRMS	2	3	518.00 518.00 823.25	488.67 721.00	653.67	18405.
STATE TOTAL BASED ON SAMPLE	4	7	691.14 722.93 791.80	691.80 814.00	733.52	946.

## BY INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	0	0
TRANSPORTATION-PUBLIC UTILITY	2	3
WHOLESALE & RETAIL TRADE	0	0
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	0	0
LOCAL GOVERNMENT	2	4

## BY SIZE OF FIRM OR GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	0	0
50-99	0	0
100-249	0	0
250-499	0	0
500-999	0	0
1000 & OVER	2	3

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF 4.0 HOUR WORK WEEK.
3. QUALITY, MEDIAN, AND MEAN FOR STATE I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: KETCHUM SECTION 08., C-8

STATUS	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE RANGE Q1 Q3	WEIGHTED AVERAGE HIRE-DATE MAY-DATE	WEIGHTED MEAN	VARIANCE CELL-BE-BEAN
I TWELVE LARGE COUNTIES	1	1	836.25 836.25	836.25	836.25	*****
A FIRMS WITH 250+ EMPLOYEES	1	1	836.25 836.25	836.25	836.25	*****
B FIRMS WITH 50 TO 249	0	0	0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00	0.00	0.00	0.
II SIX SMALL COUNTIES	0	0	0.00 0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00 0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	1	1	836.25 836.25	836.25	836.25	*****

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	1	1
TRANSPORTATION-PUBLIC UTILITY	0	0
WHOLESALE & RETAIL TRADE	0	0
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	0	0
LOCAL GOVERNMENT	0	0

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	0	0
50-99	0	0
100-249	0	0
250-499	0	0
500-999	0	0
1000 & OVER	1	1

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## CLASSIFICATION: GRADE 9

SIEGIA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE--RANGE Q1 MEDIAN Q3	WEIGHTED-AVERAGE HIRE-RATE MAX-MIN	WEIGHTED MEAN	VARIANCE SE-IDE-MEAN
I TWELVE LARGE COUNTIES	52	679	694.05 816.38 945.71	771.00 866.77	803.78	4870.
A FIRMS WITH 250+ EMPLOYEES	16	194	802.52 889.18 894.07	800.27 881.91	842.09	91.
B FIRMS WITH 50 TO 249	11	134	1213.31 1213.31 1213.31	1116.13 1136.62	1126.30	296.
C FIRMS WITH 4 TO 49	7	4	524.33 698.83 893.16	671.91 793.24	708.74	12093.
D LOCAL GOVERNMENTS	22	347	717.00 768.28 816.38	732.69 807.37	767.25	38.
II SIX SMALL COUNTIES	5	67	610.00 628.00 770.00	614.11 688.07	671.14	175.
A FIRMS WITH 250+ EMPLOYEES	3	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	3	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	5	67	610.00 628.00 770.00	614.11 688.07	671.14	175.
III MULTI-COUNTY FIRMS	1	1	700.00 700.00 700.00	450.00 700.00	700.00	*****
STATE TOTAL BASED ON SAMPLE	59	747	677.44 761.27 875.39	694.21 806.72	761.97	*****

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	2	10
MANUFACTURING	12	183
TRANSPORTATION-PUBLIC UTILITY	3	99
WHOLESALE & RETAIL TRADE	5	8
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	7	27
LOCAL GOVERNMENT	30	420

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	1	1
10-19	1	1
20-49	3	10
50-99	19	214
100-249	3	181
250-499	15	109
500-999	2	104
1000 & OVER	2	67

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEAN FOR STATE I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: APPARENT I, G-C

STATE	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE WAGE-BEFORE TAX	WEIGHTED AVERAGE WAGE-AFTER TAX	VARIANCE
I TWELVE LARGE COUNTIES	1	2	825.00 866.25 907.50	790.00	866.25	1702.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	1	2	825.00 866.25 907.50	790.00	866.25	1702.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.
II SIX SMALL COUNTIES	0	0	0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	1	2	825.00 866.25 907.50	790.00	866.25	1702.

BY-INDUSTRY

MINING	0	0	0	0	0	0
CONSTRUCTION	0	0	0	0	0	0
MANUFACTURING	0	0	0	0	0	0
TRANSPORTATION-PUBLIC UTILITY	0	0	0	0	0	0
WHOLESALE & RETAIL TRADE	0	0	0	0	0	0
FINANCE-INSURANCE-REAL ESTATE	0	0	0	0	0	0
SERVICES	0	0	0	0	0	0
LOCAL GOVERNMENT	1	2	0	0	0	0

BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0	0	0	0	0
10-19	0	0	0	0	0	0
20-49	0	0	0	0	0	0
50-99	0	0	0	0	0	0
100-249	1	2	0	0	0	0
250-499	0	0	0	0	0	0
500-999	0	0	0	0	0	0
1000 & OVER	0	0	0	0	0	0

NOTES

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY PAYES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STATE I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



# MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: CLECK SUPERVISOR II, G-0

STATE	NO. OF FIRMS	NO. OF EMPLOYEES	Q1	MEDIAN	Q3	WEIGHTED AVERAGE WIDE-RATE MAX-MIN	WEIGHTED MEAN	VARIANCE CE-ME-MEAN
I TWELVE LARGE COUNTIES	12	24	714.38	767.62	808.57	733.95	767.18	*****
A FIRMS WITH 250+ EMPLOYEES	4	4	568.36	633.97	841.97	630.62	700.17	11688.
B FIRMS WITH 50 TO 249	5	8	445.00	687.00	750.00	507.00	622.38	3250.
C FIRMS WITH 4 TO 49	1	1	833.00	833.00	833.00	833.00	833.00	*****
D LOCAL GOVERNMENTS	2	11	596.00	596.00	596.00	560.45	605.91	98.
II SIX SMALL COUNTIES	9	0	0.00	0.00	0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00	0.00	0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	12	24	714.38	767.62	808.57	733.95	767.18	*****

## BY INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	3	3
TRANSPORTATION-PUBLIC UTILITY	1	1
WHOLESALE & RETAIL TRADE	2	3
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	2	2
LOCAL GOVERNMENT	4	15

## BY SIZE OF FIRM OR GOVERNMENT

4-9 EMPLOYEES	1	0
10-19	1	1
20-49	0	0
50-99	3	3
100-249	3	6
250-499	4	17
500-999	1	1
1000 & OVER	0	0

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PREPARED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEAN FOR CATEGORIES I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: EQUIPMENT OPERATOR II, C-2

SIBATA	NO. OF FIRMS	NO. OF EMPLOYEES	Q1	INFERQUARTILE MEDIAN	RANGE	Q3	WEIGHTED-AVERAGE HIRE-RATE	WEIGHTED MEAN	VARIANCE CELLS-MEAN
I TWELVE LARGE COUNTIES	25	385	698.40	728.95	927.45	908.25	871.66	794.49	8345.
A FIRMS WITH 250+ EMPLOYEES	5	102	892.65	894.07	908.25	908.25	918.41	986.22	16.
B FIRMS WITH 50 TO 249	5	118	1213.31	1213.31	1213.31	1175.00	1175.13	1175.05	161.
C FIRMS WITH 4 TO 49	2	3	505.16	554.66	853.66	618.21	779.99	667.32	20759.
D LOCAL GOVERNMENTS	12	162	740.13	770.00	916.92	789.45	834.84	511.38	52.
II SIX SMALL COUNTIES	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	25	385	698.49	728.95	927.45	908.25	871.66	794.49	8345.

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	1	6
MANUFACTURING	9	116
TRANSPORTATION-PUBLIC UTILITY	2	98
WHOLESALE & RETAIL TRADE	2	7
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	0	0
LOCAL GOVERNMENT	12	162

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	1	1
10-19	0	0
20-49	2	5
50-99	5	110
100-249	4	40
250-499	8	120
500-999	4	65
1000 & OVER	1	35

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

# MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: LABORATORY TECHNICIAN I, C-0

STATE	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE RANGE Q1	Q3	WEIGHTED AVERAGE MISC. RATE	WEIGHTED YEAR	VARIANCE C.C.I.E.-DEAN
I TWELVE LARGE COUNTIES	17	88	664.21	785.43	649.72	723.20	513.
A FIRMS WITH 250+ EMPLOYEES	12	82	727.86	879.35	771.23	799.48	400.
B FIRMS WITH 50 TO 249	2	2	615.32	657.66	537.16	700.16	1793.
C FIRMS WITH 4 TO 49	3	0	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	3	4	651.50	736.00	696.75	733.73	2507.
II SIX SMALL COUNTIES	0	0	0.00	0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00	0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	17	88	664.21	785.43	649.72	723.20	513.

## BY INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	7	58
TRANSPORTATION-PUBLIC UTILITY	0	0
WHOLESALE & RETAIL TRADE	1	1
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	6	25
LOCAL GOVERNMENT	3	4

## BY SIZE OF FIRM OR GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	0	0
50-99	0	0
100-249	3	3
250-499	7	32
500-999	6	22
1000 & OVER	1	31

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEAN FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

# MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: LEGAL SECRETARY II, C-2

STADI	NO. OF FIRMS	NO. OF EMPLOYEES	Q1	MEDIAN	RANGE	WEIGHTED AVERAGE HIGH-LEAVE MAX-MEAN	WEIGHTED MEAN	VARIANCE COEFFICIENT-MEAN
I TWELVE LARGE COUNTIES	11	19	503.72	580.32	600.00	485.85	561.59	379.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	11	10	503.72	580.32	600.00	485.85	561.59	379.
II SIX SMALL COUNTIES	4	4	436.46	496.46	540.21	436.85	488.33	1187.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	4	4	436.46	496.46	540.21	436.85	488.33	1187.
III MULTI-COUNTY FIRMS	1	1	700.00	700.00	700.00	450.00	700.00	*****
STATE TOTAL BASED ON SAMPLE	16	24	516.85	579.44	601.40	473.78	565.49	*****
BY INDUSTRY								
MINING	0	0						
CONSTRUCTION	0	0						
MANUFACTURING	0	0						
TRANSPORTATION-PUBLIC UTILITY	0	0						
WHOLESALE & RETAIL TRADE	1	0						
FINANCE-INSURANCE-REAL ESTATE	0	0						
SERVICES	0	0						
LOCAL GOVERNMENT	15	23						

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	0	0
TRANSPORTATION-PUBLIC UTILITY	0	0
WHOLESALE & RETAIL TRADE	1	1
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	3	0
LOCAL GOVERNMENT	15	23

## BY-SIZE-OF-EMPLOYMENT-GOVERNMENT

4-9 EMPLOYEES	3	0
10-19	0	0
20-49	0	0
50-99	7	7
100-249	2	3
250-499	5	10
500-999	1	3
1000 & OVER	1	1

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STATE I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



## CLASSIFICATION: MAINTENANCE WORKER II, 6-9

SIC16A	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE RANGE		WEIGHTED AVERAGE		WEIGHTED MEAN	VARIANCE CE-10E-MEAN
			Q1	MEDIAN	Q3	HIGH-RATE	MAX-RATE	
I TWELVE LARGE COUNTIES	15	161	898.13	903.32	907.07	882.98	914.86	1.
A FIRMS WITH 250+ EMPLOYEES	1	6	768.72	768.72	768.72	736.05	782.59	0.
B FIRMS WITH 50 TO 249	1	4	1050.38	1050.38	1050.38	1050.38	1050.38	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	13	151	727.99	768.28	797.31	716.18	815.48	71.
II SIX SMALL COUNTIES	6	63	610.00	628.00	785.00	625.24	700.11	159.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	6	63	610.00	628.00	785.00	625.24	700.11	159.
III MULTI-COUNTY FIRMS	0	0	0.00	0.00	0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	21	224	828.84	837.11	877.71	821.00	863.22	10.

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	1	4
MANUFACTURING	1	6
TRANSPORTATION-PUBLIC UTILITY	0	0
WHOLESALE & RETAIL TRADE	0	0
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	0	0
LOCAL GOVERNMENT	19	214

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	1	5
50-99	11	94
100-249	5	97
250-499	2	15
500-999	2	13
1000 & OVER	0	0

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEANS, AND MEDIAN FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: GRADE 10

SIBIA	NO. OF FIRMS	NO. OF EMPLOYEES	INDETERMINABLE MEDIAN	RANGE	WEIGHTED AVERAGE WAGE RATE	WEIGHTED MEAN	VARIANCE CEILING-MEAN
I TWELVE LARGE COUNTIES	45	1010	596.37	864.85	740.87	785.53	683.
A FIRMS WITH 250+ EMPLOYEES	23	642	525.00	886.58	638.58	687.66	58.
B FIRMS WITH 50 TO 249	16	207	886.58	974.24	854.74	910.69	76.
C FIRMS WITH 4 TO 49	12	21	697.75	777.78	736.55	779.20	1689.
D LOCAL GOVERNMENTS	15	140	548.54	717.07	689.98	716.89	262.
II SIX SMALL COUNTIES	10	29	507.23	552.97	517.09	564.43	*****
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	1	1	440.00	440.00	363.64	440.00	*****
C FIRMS WITH 4 TO 49	3	7	516.97	571.43	533.30	578.05	1151.
D LOCAL GOVERNMENTS	6	21	476.66	476.66	519.09	560.47	787.
III MULTI-COUNTY FIRMS	6	247	766.12	799.05	829.36	845.79	87.
STATE TOTAL BASED ON SAMPLE	82	1286	666.78	725.58	706.68	748.00	*****
BY-INDUSTRY							
MINING	1	1					
CONSTRUCTION	2	3					
MANUFACTURING	15	354					
TRANSPORTATION-PUBLIC UTILITY	7	52					
WHOLESALE & RETAIL TRADE	14	311					
FINANCE-INSURANCE-REAL ESTATE	0	0					
SERVICES	17	397					
LOCAL GOVERNMENT	25	16*					
BY-SIZE-OF-FIRM OR GOVERNMENT							
4-9 EMPLOYEES	9	11					
10-19	4	12					
20-49	3	6					
50-99	20	76					
100-249	10	180					
250-499	20	416					
500-999	12	409					
1000 & OVER	4	176					

NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1976.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

# MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION ADMINISTRATIVE: A-1, I, C-10

SIGMA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE Q1 MEDIAN Q3	WEIGHTED AVERAGE WAGE-RATE MAX-MIN	WEIGHTED MEAN	VARIANCE CE-IRE-MEAN
I TWELVE LARGE COUNTIES	19	31	712.64 786.69 875.62	685.52	795.04	916.
A FIRMS WITH 250+ EMPLOYEES	3	7	1056.67 1166.67 1223.92	978.03	1143.22	4282.
B FIRMS WITH 50 TO 249	5	6	565.00 795.50 1000.00	604.55	783.38	8748.
C FIRMS WITH 4 TO 49	4	4	675.00 700.00 766.67	641.67	720.83	1545.
D LOCAL GOVERNMENTS	6	18	717.00 760.00 816.00	683.19	773.64	551.
II SIX SMALL COUNTIES	1	1	700.00 700.00 700.00	600.00	700.00	*****
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	1	1	700.00 700.00 700.00	600.00	700.00	*****
III MULTI-COUNTY FIRMS	0	0	0.00 0.00 0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	19	32	709.60 765.84 833.39	664.96	772.19	*****
BY INDUSTRY						
MINING	0	0				
CONSTRUCTION	0	0				
MANUFACTURING	2	2				
TRANSPORTATION-PUBLIC UTILITY	1	1				
WHOLESALE & RETAIL TRADE	4	5				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	7	7				
LOCAL GOVERNMENT	9	21				
BY SIZE-OF-FIRM-OR-GOVERNMENT						
4-9 EMPLOYEES	3	3				
10-19	0	0				
20-49	2	2				
50-99	5	5				
100-249	2	3				
250-499	6	18				
500-999	7	0				
1000 & OVER	1	1				

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STATE I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: OUTSIDE, C-1

SIBATA	NO. OF FIRMS	NO. OF EMPLOYEES	UNEQUALITY--RANGE Q1 MEDIAN Q3	WEIGHTED-AVERAGE WAGE-RATE	WEIGHTED MEAN	VARIANCE CELL-RE-DEAN
I TWELVE LARGE COUNTIES	5	208	602.13	795.46	830.82	776.37
A FIRMS WITH 250+ EMPLOYEES	1	136	828.52	886.58	886.58	917.45
B FIRMS WITH 50 TO 249	1	68	886.58	886.58	914.32	900.04
C FIRMS WITH 4 TO 49	3	4	607.47	749.61	795.11	704.29
D LOCAL GOVERNMENTS	1	0	0.00	0.00	0.00	0.00
II SIX SMALL COUNTIES	0	0	0.00	0.00	0.00	0.00
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00
III MULTI-COUNTY FIRMS	3	181	766.12	766.12	799.05	775.74
STATE TOTAL BASED ON SAMPLE	8	389	705.00	790.35	825.29	776.31
BY-INDUSTRY						
MINING	0	0				
CONSTRUCTION	0	0				
MANUFACTURING	2	204				
TRANSPORTATION-PUBLIC UTILITY	0	0				
WHOLESALE & RETAIL TRADE	6	185				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	0	0				
LOCAL GOVERNMENT	0	0				

## BY-SIZE-DE-EMP-DE-GOVERNMENT

4-9 EMPLOYEES	3	4
10-19	0	0
20-49	0	0
50-99	0	0
100-249	1	68
250-499	1	136
500-999	-2	61
1000 & OVER	1	120

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



# MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: ENGINEERING TECH. II, G-10

STATE	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE--RANGE		WEIGHTED AVERAGE HIRE-BASE MAX--BASE	WEIGHTED MEAN	VARIANCE SE-IRE-MEAN
			D1 MEDIAN	D3			

I TWELVE LARGE COUNTIES	5	12	737.55	802.55	918.45	768.15	850.02	830.27	1751.
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A FIRMS WITH 250+ EMPLOYEES	2	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	2	3	900.00	900.00	912.50	783.33	850.00	850.00	2500.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	3	9	506.00	812.00	940.50	674.78	850.11	757.11	4438.

II SIX SMALL COUNTIES	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
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A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.

III MULTI-COUNTY FIRMS	1	1	1516.55	1516.55	1516.55	1516.55	1516.55	1516.55	*****
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STATE TOTAL BASED ON SAMPLE	6	13	873.08	926.77	1022.51	898.36	965.99	949.67	*****
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## BY-INDUSTRY

HIRING	0	0							
CONSTRUCTION	2	2							
MANUFACTURING	0	0							
TRANSPORTATION-PUBLIC UTILITY	0	0							
WHOLESALE & RETAIL TRADE	0	0							
FINANCE-INSURANCE-REAL ESTATE	0	0							
SERVICES	1	2							
LOCAL GOVERNMENT	3	9							

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0							
10-19	0	0							
20-49	0	0							
50-99	0	3							
100-249	0	0							
250-499	0	4							
500-999	0	10							
1000 & OVER	0	0							

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PREPARED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEANS, AND MEDIAN FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## CLASSIFICATION: EQUIPMENT MECHANIC II, C-11

SUBALL	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE-- RANGE Q1 MEDIAN Q3	WEIGHTED--AVERAGE HIRE--RATE MAX--RATE	WEIGHTED MEAN	VARIANCE CE--ME--MEAN
I TWELVE LARGE COUNTIES	31	219	866.97 875.95 881.29	858.07 874.47	872.66	4.
A FIRMS WITH 250+ EMPLOYEES	9	54	930.78 963.71 981.53	945.81 950.87	950.87	80.
B FIRMS WITH 50 TO 249	8	109	861.98 961.98 961.98	844.10 965.23	960.87	51.
C FIRMS WITH 4 TO 49	1	1	830.25 830.25 830.25	830.25 830.25	830.25	0.
D LOCAL GOVERNMENTS	14	51	813.35 903.05 961.98	854.60 898.84	876.59	191.
II SIX SMALL COUNTIES	5	7	588.67 591.77 730.70	565.86 653.69	652.14	3651.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	2	3	575.00 575.00 722.24	558.66 640.44	640.44	4282.
D LOCAL GOVERNMENTS	3	4	751.50 791.49 831.49	703.25 811.50	791.50	1027.
III MULTI-COUNTY FIRMS	3	13	897.85 970.65 981.05	952.25 952.25	952.25	175.
STATE TOTAL BASED ON SAMPLE	39	239	813.53 830.09 863.83	811.28 839.42	837.92	162.

## BY-INDUSTRY

MINING	1	1
CONSTRUCTION	1	1
MANUFACTURING	10	72
TRANSPORTATION-PUBLIC UTILITY	5	30
WHOLESALE & RETAIL TRADE	5	80
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	0	0
LOCAL GOVERNMENT	17	55

## BY-SIZE-OF-EMP--OR-GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	2	7
20-49	1	1
50-99	12	48
100-249	84	84
250-499	74	74
500-999	-6	45
1000 & OVER	3	20

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
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PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

CLASSIFICATION: LISTED DESIGNATED NUMBER, G-10

SIC	NO. OF FIRMS	NO. OF EMPLOYEES	Q1	MEDIAN	Q3	WEIGHTED AVERAGE HIGH-SCALE PAY-RATE	WEIGHTED MEAN	VARIANCE OF MEAN
I TWELVE LARGE COUNTIES	18	423	462.74	495.38	523.82	441.24	495.78	53.
A FIRMS WITH 250+ EMPLOYEES	12	740	483.59	528.66	540.79	478.85	527.24	8.
B FIRMS WITH 50 TO 249	1	8	443.72	462.79	490.53	389.99	463.68	220.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	5	55	469.72	514.79	549.32	516.68	518.98	89.
II SIX SMALL COUNTIES	2	16	476.66	476.66	511.33	467.99	493.99	60.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	2	16	476.66	476.66	511.33	467.99	493.99	60.
XII MULTI-COUNTY FIRMS	0	0	0.00	0.00	0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	20	439	466.09	490.88	520.20	447.68	495.35	34.

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	1	3
TRANSPORTATION-PUBLIC UTILITY	0	0
WHOLESALE & RETAIL TRADE	0	0
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	12	365
LOCAL GOVERNMENT	7	71

## BY-SIZE-CLASS-OF-GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	0	0
50-99	2	14
100-249	3	13
250-499	3	174
500-999	5	231
1000 & OVER	1	3

## NOTES

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PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: MAIN-TIME DATA, 1974

STATE	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE Q1 MEDIAN Q3	WEIGHTED-AVERAGE HIRE-RATE MAX-MIN-RATE	WEIGHTED MEAN	VARIANCE CE-INE-MEAN
I TWELVE LARGE COUNTIES	16	28	842.90 930.95 987.08	866.91 875.39	874.39	759.
A FIRMS WITH 250+ EMPLOYEES	8	19	860.53 963.71 967.02	864.72 886.70	887.74	1648.
B FIRMS WITH 50 TO 249	3	4	802.52 896.12 899.58	851.05 851.05	851.05	2139.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	5	5	877.92 960.24 986.91	932.40 932.40	932.40	914.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	16	28	842.90 930.95 987.08	866.91 875.39	874.39	759.

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	7	17
TRANSPORTATION-PUBLIC UTILITY	0	0
WHOLESALE & RETAIL TRADE	0	0
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	0	0
LOCAL GOVERNMENT	5	5

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	0	0
50-99	2	2
100-249	3	4
250-499	3	4
500-999	7	13
1000 & OVER	1	5

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
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PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



CLASSIFICATION: OFFSET PRESS OPERATOR I, G-19

SIBSIA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE RANGE Q1	MEDIAN	Q3	WEIGHTED AVERAGE MIDE-RATE MAX-RATE	WEIGHTED MAX	PERCENTAGE OF INT-MEAN
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## I TWELVE LARGE COUNTIES

A FIRMS WITH 250+ EMPLOYEES	3	3	563.70	603.19	882.80	577.49	764.40	709.73
B FIRMS WITH 50 TO 249	3	3	563.30	603.19	882.80	577.49	764.40	709.73
C FIRMS WITH 4 TO 49	3	3	0.00	0.00	0.00	0.00	0.00	0.00
D LOCAL GOVERNMENTS	3	3	0.00	0.00	0.00	0.00	0.00	0.00

## II SIX SMALL COUNTIES

A FIRMS WITH 250+ EMPLOYEES	3	3	0.00	0.00	0.00	0.00	0.00	0.00
B FIRMS WITH 50 TO 249	3	3	0.00	0.00	0.00	0.00	0.00	0.00
C FIRMS WITH 4 TO 49	3	3	0.00	0.00	0.00	0.00	0.00	0.00
D LOCAL GOVERNMENTS	3	3	0.00	0.00	0.00	0.00	0.00	0.00

## III MULTI-COUNTY FIRMS

STATE TOTAL BASED ON SAMPLE	4	5	597.17	630.12	861.08	589.23	782.77	718.12
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## BY-INDUSTRY

MINING	0	0						
CONSTRUCTION	0	0						
MANUFACTURING	2	2						
TRANSPORTATION-PUBLIC UTILITY	1	1						
WHOLESALE & RETAIL TRADE	0	0						
FINANCE-INSURANCE-REAL ESTATE	0	0						
SERVICES	1	1						
LOCAL GOVERNMENT	0	0						

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0						
10-19	0	0						
20-49	3	3						
50-99	3	3						
100-249	0	0						
250-499	2	2						
500-999	1	1						
1000 & OVER	1	1						

## NOTES:

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PREPARED BY THE BUREAU OF BUSIN. ST. AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

CLASSIFICATION: RIGHT OF WAY AGENT TT, C-10

SIBIA	NO. OF FIRMS	NO. OF EMPLOYEES	IN-EQUILIBRIUM Q1	MEDIAN	RANGE Q3	WEIGHTED AVERAGE HIRE RATE PAY-RATE	WEIGHTED MEAN	VARIANCE CE-IRE-MEAN
I TWELVE LARGE COUNTIES	0	0	0.00	0.00	0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	1	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	1	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	1	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00	0.00	0.
II SIX SMALL COUNTIES	0	0	0.00	0.00	0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	1	9	1082.00	1082.00	1082.00	905.00	1082.00	0.
STATE TOTAL BASED ON SAMPLE	1	9	1082.00	1082.00	1082.00	905.00	1082.00	0.

## BY-INDUSTRY

MINING	0	0						
CONSTRUCTION	0	0						
MANUFACTURING	0	0						
TRANSPORTATION-PUBLIC UTILITY	1	9						
WHOLESALE & RETAIL TRADE	0	0						
FINANCE-INSURANCE-REAL ESTATE	0	0						
SERVICES	0	0						
LOCAL GOVERNMENT	0	0						

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0						
10-19	0	0						
20-49	0	0						
50-99	0	0						
100-249	0	0						
250-499	0	0						
500-999	0	0						
1000 & OVER	1	0						

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
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PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## CLASSIFICATION: STATIONARY ENGINEER II, G-10

SIBSIA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE RANGE Q1	MEDIAN Q2	WEIGHTED-AVERAGE RANGE Q1-Q3	WEIGHTED MEAN	VARIANCE CE-LINE-MEAN
I TWELVE LARGE COUNTIES	21	68	677.49	897.68	805.01	838.32	1665.
A FIRMS WITH 250+ EMPLOYEES	16	60	764.39	866.65	826.47	856.51	215.
B FIRMS WITH 50 TO 249	3	6	600.00	934.25	793.67	819.67	5356.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	2	2	700.00	856.66	781.66	856.66	24542.
II SIX SMALL COUNTIES	0	0	0.00	0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	1	10	704.11	762.61	511.29	762.61	233.
STATE TOTAL BASED ON SAMPLE	22	78	682.12	874.18	753.91	836.07	1143.

## BY INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	12	47
TRANSPORTATION-PUBLIC UTILITY	1	10
WHOLESALE & RETAIL TRADE	3	0
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	5	14
LOCAL GOVERNMENT	3	3

## BY SIZE OF FIRM OR GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	0	0
50-99	0	0
100-249	3	6
250-499	14	30
500-999	7	26
1000 & OVER	2	16

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIANS, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## CLASSIFICATION: STORE MANAGER III, G-10

SIBATA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE WAGE-RATE MAX-RATE	WEIGHTED MEAN	VARIANCE SE-TH-MEAN
I TWELVE LARGE COUNTIES	11	1A	723.33 849.53 893.96	762.29 957.40	871.93	5048.
A FIRMS WITH 250+ EMPLOYEES	2	7	685.25 869.00 940.50	596.43 1032.57	843.43	8718.
B FIRMS WITH 50 TO 249	2	7	975.00 1200.00 1200.00	966.67 1100.00	1100.00	10000.
C FIRMS WITH 4 TO 49	5	8	662.47 798.33 798.33	745.76 900.97	815.43	10194.
D LOCAL GOVERNMENTS	2	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
II SIX SMALL COUNTIES	2	5	507.13 511.96 537.79	499.75 586.57	522.45	*****
A FIRMS WITH 250+ EMPLOYEES	3	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	1	1	440.00 440.00 440.00	363.64 440.00	440.00	*****
C FIRMS WITH 4 TO 49	1	4	514.29 519.65 548.22	514.29 600.00	531.25	186.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
III MULTI-COUNTY FIRMS	1	71	1161.24 1161.24 1161.24	1161.24 1161.24	1161.24	0.
STATE TOTAL BASED ON SAMPLE	13	54	738.90 822.54 856.99	762.88 908.22	839.39	*****

## BY-INDUSTRY

MINING	0	0	
CONSTRUCTION	0	0	
MANUFACTURING	2	7	
TRANSPORTATION-PUBLIC UTILITY	0	0	
WHOLESALE & RETAIL TRADE	0	41	
FINANCE-INSURANCE-REAL ESTATE	0	0	
SERVICES	2	2	
LOCAL GOVERNMENT	1	4	

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	4	4	
10-19	2	5	
20-49	1	3	
50-99	2	2	
100-249	1	2	
250-499	1	2	
500-999	2	32	
1000 & OVER	0	0	

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



CLASSIFICATION: GRADE 11

STADI	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE--RANGE OF EQUATION	WEIGHTED AVERAGE INTERQUARTILE RANGE	WEIGHTED MEAN	VARIANCE COEFFICIENT
I TWELVE LARGE COUNTIES	45	465	860.00	910.02	1105.80	950.96
A FIRMS WITH 250+ EMPLOYEES	19	405	963.71	996.25	1060.78	1008.82
B FIRMS WITH 50 TO 249	14	36	950.99	970.65	1183.04	1040.36
C FIRMS WITH 4 TO 49	3	5	810.83	875.00	1100.00	923.66
D LOCAL GOVERNMENTS	9	19	868.75	892.65	1012.15	920.97
II SIX SMALL COUNTIES	2	3	813.20	848.18	883.16	848.18
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00
B FIRMS WITH 50 TO 249	1	2	916.67	979.17	1041.67	979.17
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00
D LOCAL GOVERNMENTS	1	1	681.67	681.67	681.67	681.67
III MULTI-COUNTY FIRMS	4	27	1019.03	1052.11	1083.00	1060.45
STATE TOTAL BASED ON SAMPLE	51	495	872.23	916.80	1056.49	944.75

BY INDUSTRY

MINING	1	6
CONSTRUCTION	3	12
MANUFACTURING	15	393
TRANSPORTATION-PUBLIC UTILITY	3	20
WHOLESALE & RETAIL TRADE	5	12
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	10	25
LOCAL GOVERNMENT	14	27

BY SIZE OF FIRM OR GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	2	4
20-49	1	1
50-99	11	23
100-249	4	22
250-499	14	128
500-999	11	213
1000 & OVER	4	104

NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STATE I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: ACCOUNTANT 7, G-11

STADI	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE--RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE HIGH-BAIE MAX-MEAN	WEIGHTED MEAN	VARIANCE REL-TO-MEAN
I TWELVE LARGE COUNTIES	25	38	818.28 864.37 913.58	796.08 910.74	870.30	158.
A. FIRMS WITH 250+ EMPLOYEES	12	20	771.01 905.00 965.53	762.03.	884.46	880.
B. FIRMS WITH 50 TO 249	11	13	764.17 850.00 1030.50	741.74 985.94	908.10	2373.
C. FIRMS WITH 4 TO 49	1	2	850.00 862.50 875.00	825.00 876.00	862.50	156.
D. LOCAL GOVERNMENTS	2	7	737.00 818.00 839.75	713.00 912.00	791.67	1737.
II SIX SMALL COUNTIES	2	3	813.20 848.18 887.16	719.91 887.16	848.18	*****
A. FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B. FIRMS WITH 50 TO 249	1	2	916.67 979.17 1041.67	750.00 1041.67	979.17	3906.
C. FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D. LOCAL GOVERNMENTS	1	1	681.67 681.67 681.67	681.67 681.67	681.67	*****
III MULTI-COUNTY FIRMS	4	12	902.08 1008.00 1177.08	891.10 1216.79	1046.43	2160.
STATE TOTAL BASED ON SAMPLE	32	53	828.78 880.79 943.61	793.39 947.23	890.00	*****
BY-INDUSTRY						
MINING	1	3				
CONSTRUCTION	2	2				
MANUFACTURING	9	14				
TRANSPORTATION-PUBLIC UTILITY	3	5				
WHOLESALE & RETAIL TRADE	4	10				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	7	10				
LOCAL GOVERNMENT	5	9				
BY-SIZE-OF-FIRM-OR-GOVERNMENT						
4-9 EMPLOYEES	0	0				
10-19	1	2				
20-49	0	0				
50-99	9	11				
100-249	5	6				
250-499	5	7				
500-999	8	19				
1000 & OVER	7	8				

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STATE I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

CLASSIFICATION: EMPLOYMENT, INTERVIEWER II, C-11

SIC#13	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE WIDE-RANGE LOG-SALIC	WEIGHTED MEAN	VARIANCE CE-116-BEAN
I TWELVE LARGE COUNTIES	3	5	910.00 980.00 1034.00	790.40 1143.60	967.20	6212.
A FIRMS WITH 250+ EMPLOYEES	3	5	910.00 980.00 1034.00	790.40 1143.60	967.20	6212.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.

II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.

III MULTI-COUNTY FIRMS	1	1	1082.00 1082.00 1082.00	905.00 1260.00	1082.00	*****
STATE TOTAL BASED ON SAMPLE	4	6	939.93 997.75 1042.35	810.34 1163.65	987.17	*****

## BY-INDUSTRY

MINING	1	3
CONSTRUCTION	0	0
MANUFACTURING	2	2
TRANSPORTATION-PUBLIC UTILITY	1	1
WHOLESALE & RETAIL TRADE	0	0
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	0	0
LOCAL GOVERNMENT	0	0

## BY-SIZE-CE-116-OR-GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	0	0
50-99	0	0
100-249	0	0
250-499	0	0
500-999	2	2
1000 & OVER	2	4

## NOTES

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
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PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: FORESTER I, G-11

STRATA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE--RANGE Q1 MEDIAN Q3	WEIGHTED-AVERAGE HIRE-BASE PAY-SAL	WEIGHTED MEAN	VARIANCE PERCENT
I TWELVE LARGE COUNTIES	3	4	725.00 895.50 1083.50	826.63	931.60	6826.
A FIRMS WITH 250+ EMPLOYEES	3	4	725.00 895.50 1083.50	826.63	931.00	6826.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00	0.00	0.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	3	0	0.00 0.00 0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	3	8	725.00 895.50 1083.50	826.63	931.00	6826.

## BY INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	3	8
TRANSPORTATION-PUBLIC UTILITY	0	0
WHOLESALE & RETAIL TRADE	0	0
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	0	0
LOCAL GOVERNMENT	0	0

## BY SIZE OF FIRM OR GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	0	0
50-99	0	0
100-249	0	0
250-499	1	1
500-999	2	7
1000 & OVER	0	0

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
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3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE PANELING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



SIB614	NO. OF ELEMENTS	NO. OF EMPLOYEES	Q1	INTERQUARTILE MEDIAN	Q3	WEIGHTED AVERAGE HIRE-RATE MAX-MIN	WEIGHTED MEAN	VARIANCE CE-MIN-MEAN
I TWELVE LARGE COUNTIES	3	5	1081.75	1083.36	1091.68	986.81	1468.18	17.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	1	2	1100.00	1100.00	1100.00	1000.00	1500.00	0.
D LOCAL GOVERNMENTS	2	3	836.75	860.00	940.00	809.67	1041.00	3502.
II SIX SMALL COUNTIES	0	0	0.00	0.00	0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00	0.00	0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	3	5	1081.75	1083.36	1091.68	986.81	1468.18	17.

## BY INDUSTRY

MINING	0	0						
CONSTRUCTION	0	0						
MANUFACTURING	0	0						
TRANSPORTATION-PUBLIC UTILITY	0	0						
WHOLESALE & RETAIL TRADE	0	0						
FINANCE-INSURANCE-REAL ESTATE	0	0						
SERVICES	1	2						
LOCAL GOVERNMENT	2	3						

## BY SIZE OF FIRM OR GOVERNMENT

4-9 EMPLOYEES	0	0						
10-19	1	2						
20-49	0	0						
50-99	0	0						
100-249	1	2						
250-499	1	1						
500-999	0	0						
1000 & OVER	0	0						

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEAN FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: MONTANIST, C-11

SIBBIL 8-24 (B-1)

	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE-- Q1 MEDIAN Q3	WEIGHTED AVERAGE HIGH-SALE FIRM-SIZE	WEIGHTED MEAN	VARIANCE OF-HIGH-MEAN
I TWELVE LARGE COUNTIES	15	102	788.66 794.86 797.53	791.23	799.93	*****
A FIRMS WITH 250+ EMPLOYEES	13	92	963.71 996.25 999.05	994.25	998.13	54.
B FIRMS WITH 50 TO 249	3	6	961.98 970.65 970.65	964.10	992.32	635.
C FIRMS WITH 4 TO 49	1	1	693.32 693.32 693.32	693.32	693.32	*****
D LOCAL GOVERNMENTS	2	3	892.85 892.85 940.75	914.03	914.03	457.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES - 18%	0	0	0.00 0.00 0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249 - 63%	0	0	0.00 0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00 0.00 0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	16	102	788.66 794.86 797.53	791.28	799.93	*****

## BY-INDUSTRY

MINING	0
CONSTRUCTION	0
MANUFACTURING	12
TRANSPORTATION-PUBLIC UTILITY	0
WHOLESALE & RETAIL TRADE	0
FINANCE-INSURANCE-REAL ESTATE	1
SERVICES	0
LOCAL GOVERNMENT	5

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0
10-19	0
20-49	1
50-99	1
100-249	2
250-499	6
500-999	34
1000 & OVER	1

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
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3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

CLASSIFICATION: MAINTENANCE CARPENTERS, C-11

STAGE	NO. OF FIRMS	NO. OF EMPLOYEES	INDETERMINABLE--RANGE OF MEDIAN	WEIGHTED AVERAGE WAGE-RATE MAX-RATE	WEIGHTED MEAN	VARIANCE CEILING-MEAN
-------	-----------------	---------------------	------------------------------------	--	------------------	--------------------------

I TWELVE LARGE COUNTIES	14	98	1069.28	1166.77	1103.12	1105.78	1104.90	43.
A FIRMS WITH 250+ EMPLOYEES	10	83	981.53	1180.38	1044.30	1051.09	1048.83	157.
B FIRMS WITH 50 TO 249	1	10	1189.04	1189.04	1189.04	1189.04	1189.04	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	7	5	932.85	1042.76	963.79	963.79	963.79	1142.

## II SIX SMALL COUNTIES

A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00	0.00	0.

## III MULTI-COUNTY FIRMS

A FIRMS WITH 250+ EMPLOYEES	1	2	1183.84	1183.84	1183.84	1183.84	1183.84	0.
STATE TOTAL BASED ON SAMPLE	15	100	1089.21	1159.12	1117.16	1119.36	1118.63	29.

## BY INDUSTRY

MINING	0	0						
CONSTRUCTION	1	10						
MANUFACTURING	6	74						
TRANSPORTATION-PUBLIC UTILITY	1	2						
WHOLESALE & RETAIL TRADE	0	0						
FINANCE-INSURANCE-REAL ESTATE	0	0						
SERVICES	4	5						
LOCAL GOVERNMENT	3	5						

## BY SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0						
10-19	0	0						
20-49	0	0						
50-99	1	10						
100-249	0	0						
250-499	5	19						
500-999	7	14						
1000 & OVER	2	33						

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## MONTANA WAGE AND SALARY SURVEY

## CLASSIFICATION: MAINTENANCE ELECTRICIAN, G-11

SIBSIS	NO. OF FIRMS	NO. OF EMPLOYEES	INFEQUABLE--RANGE Q1 MEDIAN Q3	WEIGHTED-AVERAGE HIRE-RATE MAX-RATE	WEIGHTED MEAN	VARIANCE CELL-RE-MEAN
I TWELVE LARGE COUNTIES	13	146	966.52 972.48 987.52	970.39 995.73	980.20	39.
A FIRMS WITH 250+ EMPLOYEES	9	135	963.71 983.71 996.25	997.69 1003.48	1000.41	50.
B FIRMS WITH 50 TO 249	2	7	970.65 970.65 970.65	955.79 980.55	960.50	103.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	2	4	954.80 1006.03 1023.45	941.79 1029.38	991.63	476.
II SIX SMALL COUNTIES	8	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
III MULTI-COUNTY FIRMS	1	12	1052.11 1052.11 1052.11	1052.11 1052.11	1052.11	0.
STATE TOTAL BASED ON SAMPLE	14	158	981.41 986.34 998.76	984.61 1005.54	992.71	27.

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	10	140
TRANSPORTATION-PUBLIC UTILITY	1	12
WHOLESALE & RETAIL TRADE	0	0
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	1	2
LOCAL GOVERNMENT	2	4

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	0	0
50-99	1	1
100-249	1	9
250-499	4	25
500-999	5	102
1000 & OVER	2	21

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



## CLASSIFICATION: MAINTENANCE PLUMBER, G-11

STATE	NO. OF FIRMS	NO. OF EMPLOYEES	INDEQUATE--RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE WAGE-RATE PAY-RATE	WEIGHTED VARIANCE RERN CE-10E-MEAN
I TWELVE LARGE COUNTIES	8	56	996.25 996.25 1180.36	1067.60	206.
A FIRMS WITH 250+ EMPLOYEES	1	56	996.25 996.25 1180.36	1067.60	206.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00	0.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00 0.00 0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	8	56	996.25 996.25 1180.36	1067.60	206.

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	5	57
TRANSPORTATION-PUBLIC UTILITY	0	0
WHOLESALE & RETAIL TRADE	0	0
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	3	3
LOCAL GOVERNMENT	0	0

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	0	0
50-99	0	0
100-249	0	0
250-499	2	25
500-999	5	24
1000 & OVER	1	3

## NOTES

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STATE I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: SOCIAL WORKER I, 9-11

SUBCLASS	NO. OF EMPLOYEES	NO. OF FIRMS	INTERQUANTILE--RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE HIRE RATE MAX. RATE	WEIGHTED MEAN	VARIANCE CE-IRE-MEAN
I TWELVE LARGE COUNTIES	3	3	707.00 728.00 837.19	767.19 902.84	767.19	2895.
A FIRMS WITH 250+ EMPLOYEES	3	3	707.00 728.00 837.19	767.19 902.84	767.19	2895.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	3	3	707.00 728.00 837.19	767.19 902.84	767.19	2895.

BY INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	0	0
TRANSPORTATION-PUBLIC UTILITY	0	0
WHOLESALE & RETAIL TRADE	0	0
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	3	3
LOCAL GOVERNMENT	0	0

BY SIZE OF FIRM OR GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	3	0
50-99	0	0
100-249	0	0
250-499	2	2
500-999	1	1
1000 & OVER	0	0

NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## CLASSIFICATION: STATISTICIAN I, G-11

SIC19	NO. OF FIRMS	NO. OF EMPLOYEES	INTEQUILIBRIUM 01	MEDIAN 03	WEIGHTED-AVERAGE WAGE-RATE	WEIGHTED MEAN	VARIANCE COEFFICIENT
I TWELVE LARGE COUNTIES	3	4	737.99	882.77	1062.69	898.39	*****
A FIRMS WITH 250+ EMPLOYEES	2	3	689.10	881.38	1120.35	902.13	27660.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	1	1	887.00	887.00	887.00	887.00	*****
II SIX SMALL COUNTIES	0	0	0.00	0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00	0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	3	4	737.99	882.77	1062.69	898.39	*****
BY-INDUSTRY							
MINING	0	0					
CONSTRUCTION	0	0					
MANUFACTURING	2	3					
TRANSPORTATION-PUBLIC UTILITY	0	0					
WHOLESALE & RETAIL TRADE	0	0					
FINANCE-INSURANCE-REAL ESTATE	0	0					
SERVICES	0	0					
LOCAL GOVERNMENT	1	1					
BY-SIZE-OF-EMPLOYEES-OR-GOVERNMENT							
4-9 EMPLOYEES	0	0					
10-19	0	0					
20-49	0	0					
50-99	0	0					
100-249	0	0					
250-499	2	2					
500-999	1	1					
1000 & OVER	0	0					

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## CLASSIFICATION: GRADE 12

SIGN	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE HIGH-FAIR PAY-FAIR	WEIGHTED MEAN	VARIANCE CE-100-MEAN
I TWELVE LARGE COUNTIES	41	904	923.79	847.52	1004.04	938.99
A FIRMS WITH 250+ EMPLOYEES	22	777	731.45	779.99	840.00	827.69
B FIRMS WITH 50 TO 249	7	18	651.72	688.86	900.00	655.09
C FIRMS WITH 4 TO 49	2	4	900.00	912.50	1087.50	991.75
D LOCAL GOVERNMENTS	10	105	719.84	769.00	769.00	758.51
II SIX SMALL COUNTIES	3	10	693.32	693.32	693.32	667.92
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00
D LOCAL GOVERNMENTS	3	10	693.32	693.32	693.32	667.92
III MULTI-COUNTY FIRMS	2	15	923.37	1081.00	1081.00	860.44
STATE TOTAL BASED ON SAMPLE	46	929	810.47	847.75	950.23	788.01

## BY-INDUSTRY

MINING	1	4
CONSTRUCTION	0	0
MANUFACTURING	12	17
TRANSPORTATION-PUBLIC UTILITY	1	13
WHOLESALE & RETAIL TRADE	5	9
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	13	769
LOCAL GOVERNMENT	14	117

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	1	1
20-49	1	3
50-99	7	17
100-249	8	24
250-499	16	450
500-999	10	412
1000 & OVER	3	14

## NOTES:

1. DATA FOR WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEANS, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

CLASSIFICATION: COMPUTER PROGRAMMER TT, G-12

SIBSIA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE RANGE		WEIGHTED AVERAGE HIRE-RATE MAX-RATE		WEIGHTED MEAN	VARIANCE CE-IVE-MEAN
I TWELVE LARGE COUNTIES	11	17	Q1	Q3	Q1	Q3	915.72	*****
A FIRMS WITH 250+ EMPLOYEES	6	8	790.50	1172.50	970.63	1311.79	1127.04	15230.
B FIRMS WITH 50 TO 249	3	7	662.50	750.00	607.14	900.00	740.12	3449.
C FIRMS WITH 4 TO 49	1	1	925.00	925.00	700.00	925.00	925.00	*****
D LOCAL GOVERNMENTS	1	1	650.00	650.00	525.00	800.00	650.00	*****
II SIX SMALL COUNTIES	0	0	0.00	0.00	0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00	0.00	0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	1	10	1081.00	1081.00	905.00	1260.00	1081.00	0.
STATE TOTAL BASED ON SAMPLE	12	27	887.48	945.53	748.53	1020.76	964.48	*****
BY-INDUSTRY								
MINING	1	3						
CONSTRUCTION	0	0						
MANUFACTURING	5	5						
TRANSPORTATION-PUBLIC UTILITY	1	10						
WHOLESALE & RETAIL TRADE	2	2						
FINANCE-INSURANCE-REAL ESTATE	0	0						
SERVICES	1	4						
LOCAL GOVERNMENT	2	3						
BY-SIZE-OF-FIRM-OR-GOVERNMENT								
4-9 EMPLOYEES	0	0						
10-19	0	0						
20-49	1	1						
50-99	1	4						
100-249	2	3						
250-499	2	2						
500-999	1	1						
1000 & OVER	2	17						

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STATE I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



# MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: PROFESSIONAL NURSE I, G-12

SIRATA	NO. OF FIRMS	NO. OF EMPLOYEES	INEQUALITY--RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE HIRE RATE MAX. RATE	WEIGHTED MEAN	VARIANCE CE-IRE-MEAN
I TWELVE LARGE COUNTIES	24	861	691.83 714.32 740.83	610.00 740.93	704.42	91.
A FIRMS WITH 250+ EMPLOYEES	13	752	731.45 776.52 840.00	694.12 813.53	774.98	5.
B FIRMS WITH 50 TO 249	1	7	651.72 651.72	513.99 677.72	636.62	391.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	10	102	719.84 756.90 769.00	687.40 753.75	743.80	70.
II SIX SMALL COUNTIES	3	10	693.32 693.32	667.92 777.49	701.66	76.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00	0.00 0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00	0.00 0.00	0.00	0.
D LOCAL GOVERNMENTS	3	10	693.32 693.32	667.92 777.49	701.66	36.
III MULTI-COUNTY FIRMS	0	0	0.00 0.00	0.00 0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	27	871	692.19 709.27 729.40	623.93 749.72	703.76	54.

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	2	2
TRANSPORTATION-PUBLIC UTILITY	0	0
WHOLESALE & RETAIL TRADE	0	0
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	12	757
LOCAL GOVERNMENT	13	112

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	0	0
50-99	5	12
100-249	4	22
250-499	13	438
500-999	5	399
1000 & OVER	0	0

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974



## CLASSIFICATION: PURCHASING AGENT III, 6-12

SUBIA	NO. OF COUNTIES	NO. OF EMPLOYEES	INTERQUARTILE RANGE Q1 MEDIAN Q3	WEIGHTED-AVERAGE HIGH-BASE RATE	WEIGHTED MEAN	VARIANCE SE-IVE-MEAN
I TWELVE LARGE COUNTIES	24	26	916.14 957.64 1159.82	946.66	1034.98	5713.
A FIRMS WITH 250+ EMPLOYEES	16	17	959.14 1066.25 1194.50	925.89	1120.24	4473.
B FIRMS WITH 50 TO 249	4	4	970.83 1103.34 1182.50	975.42	1076.67	4621.
C FIRMS WITH 4 TO 49	2	2	900.00 900.00 1162.50	950.00	1016.67	13611.
D LOCAL GOVERNMENTS	2	2	799.00 866.50 934.00	858.50	866.50	4556.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	2	5	833.00 833.00 970.83	771.33	928.13	7394.
STATE TOTAL BASED ON SAMPLE	26	31	901.67 935.96 1126.94	916.16	1016.39	4122.
BY-INDUSTRY						
MINING	1	1				
CONSTRUCTION	0	0				
MANUFACTURING	9	10				
TRANSPORTATION-PUBLIC UTILITY	1	3				
WHOLESALE & RETAIL TRADE	5	7				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	5	8				
LOCAL GOVERNMENT	2	2				
BY-SIZE-DE-EMP-OR-GOVERNMENT						
4-9 EMPLOYEES	0	0				
10-19	1	1				
20-49	1	2				
50-99	1	1				
100-249	1	1				
250-499	7	7				
500-999	10	12				
1000 & OVER	7	5				

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEAN FOR CATEA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

## CLASSIFICATION: GRADE 1'

SITE/1	NO. OF FIRMS	NO. OF EMPLOYEES	INDEQUATE--RANGE Q1 MEDIAN Q3	WEIGHTED-AVERAGE WAGE-RATE MAX--RATE	WEIGHTED MEAN	VARIANCE FE--THE-MEAN
I TWELVE LARGE COUNTIES	14	47	1006.62 1024.36 1063.91	798.69 1080.22	1041.89	90.
A FIRMS WITH 250+ EMPLOYEES	5	25	930.78 930.78 999.00	972.57 1101.43	1018.05	1290.
R FIRMS WITH 50 TO 249	3	7	1110.75 1180.00 1337.50	973.14 1342.83	1214.71	1894.
C FIRMS WITH 4 TO 49	1	6	1000.00 1000.00 1000.00	700.00 1000.00	1000.00	0.
N LOCAL GOVERNMENTS	5	9	940.56 996.00 1105.50	947.12 1119.01	1036.23	2356.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
R FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
N LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00 0.00	0.00	0.
III MULTI-COUNTY FIRMS	1	3	1841.52 1841.52 1841.52	1841.52 1841.52	1841.52	0.
STATE TOTAL BASED ON SAMPLE	15	50	1151.98 1164.05 1199.20	980.13 1212.67	1181.01	61.
BY-INDUSTRY						
MINING	0	0				
CONSTRUCTION	1	3				
MANUFACTURING	6	26				
TRANSPORTATION-PUBLIC UTILITY	1	1				
WHOLESALE & RETAIL TRADE	0	0				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	2	11				
LOCAL GOVERNMENT	5	9				
BY-SIZE-OF-FIRM-OR-GOVERNMENT						
4-9 EMPLOYEES	0	0				
10-19	1	6				
20-49	0	0				
50-99	3	7				
100-249	3	7				
250-499	5	12				
500-999	3	22				
1000 & OVER	0	0				

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY OBTAINED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

CLASSIFICATION: ARCHIVES 1, 0-1

STRATA	NQ. OF FIRMS	NQ. OF EMPLOYEES	INTERQUANTILE---RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE RISE--RATE MAX--RATE	WEIGHTED MEAN	VARIANCE CE--IVE--MEAN
I TWELVE LARGE COUNTIES	1	6	1000.00 1000.00 1000.00	700.00 1000.00	1000.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	1	6	1000.00 1000.00 1000.00	700.00 1000.00	1000.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00	0.00	0.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00 0.00 0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	1	6	1000.00 1000.00 1000.00	700.00 1000.00	1000.00	0.
BY-INDUSTRY						
MINING	0	0				
CONSTRUCTION	0	0				
MANUFACTURING	0	0				
TRANSPORTATION-PUBLIC UTILITY	0	0				
WHOLESALE & RETAIL TRADE	0	0				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	1	6				
LOCAL GOVERNMENT	0	0				
BY--SIZE--OF--FIRM--OR--GOVERNMENT						
4-9 EMPLOYEES	0	0				
10-19	1	6				
20-49	0	0				
50-99	0	0				
100-249	0	0				
250-499	0	0				
500-999	0	0				
1000 & OVER	0	0				

## NOTES

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
2. WAGE AND SALARY DATA ARE EXPRESSED AS MONTHLY RATES, ADJUSTED TO A BASIS OF A 40 HOUR WORK WEEK.
3. QUANTILES, MEDIAN, AND MEANS FOR STRATA I AND II, AND THE STATE, ARE WEIGHTED IN ACCORDANCE WITH THE SAMPLING DESIGN.

PREPARED BY THE BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF MONTANA, AUGUST 1974

# MONTANA WAGE AND SALARY SURVEY

CLASSIFICATION: STATE EMPLOYMENT, 1974

STATE	NO. OF EMPLOYEES	Q1	MEDIAN	Q3	WEIGHTED AVERAGE WAGE RATE MAY-JULY	WEIGHTED MEAN	VARIANCE OF THE MEAN
I TWELVE LARGE COUNTIES	12	1062.74	1181.47	1347.52	1117.72	1209.31	1538.
FIRMS WITH 250+ EMPLOYEES	5	1076.25	1210.00	1477.75	1180.05	1242.48	6783.
FIRMS WITH 50 TO 249	2	1110.72	1190.00	1327.50	1272.14	1244.71	1894.
FIRMS WITH 4 TO 49	0	0.00	0.00	0.00	0.00	0.00	0.
LOCAL GOVERNMENTS	5	970.00	1100.00	1122.00	992.06	1088.22	2647.
II SIX SMALL COUNTIES	0	0.00	0.00	0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0.00	0.00	0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0.00	0.00	0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0.00	0.00	0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0.00	0.00	0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	1	1341.52	1341.52	1341.52	1341.52	1341.52	0.
STATE TOTAL BASED ON SAMPLE	13	1104.22	1296.31	1432.48	1161.05	1274.46	1069.
BY INDUSTRY							
MINING	0						
CONSTRUCTION	1						
MANUFACTURING	6						
TRANSPORTATION-PUBLIC UTILITY	1						
WHOLESALE & RETAIL TRADE	0						
FINANCE-INSURANCE-REAL ESTATE	0						
SERVICES	1						
LOCAL GOVERNMENT	4						
BY SIZE-DEFINITION-OR-GOVERNMENT							
4-9 EMPLOYEES	3						
10-19	0						
20-49	0						
50-99	0						
100-249	2						
250-499	5						
500-999	10						
1000 & OVER	2						

## NOTES:

1. DATA FROM WAGE AND SALARY SURVEY PERFORMED BY PERSONNEL DIVISION, DEPT. OF ADMINISTRATION, STATE OF MONTANA, AUGUST 1974.
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## CLASSIFICATION: ELECTRICAL INSPECTOR, C-13

SIRATA	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUARTILE RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE HIGH-BAIE MAY-BAIE	WEIGHTED MEAN	VARIANCE CE-IDE-MEAN
I TWELVE LARGE COUNTIES	2	13	946.89 946.89 946.89	903.41 946.89	946.89	*****
A FIRMS WITH 250+ EMPLOYEES	1	12	930.78 930.78 930.78	930.78	930.78	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	1	1	996.00 996.00 996.00	820.00 996.00	996.00	*****
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00 0.00 0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	2	13	946.89 946.89 946.89	903.41 946.89	946.89	*****

## BY-INDUSTRY

MINING	0	0
CONSTRUCTION	0	0
MANUFACTURING	1	12
TRANSPORTATION-PUBLIC UTILITY	0	0
WHOLESALE & RETAIL TRADE	0	0
FINANCE-INSURANCE-REAL ESTATE	0	0
SERVICES	0	0
LOCAL GOVERNMENT	1	1

## BY-SIZE-OF-FIRM-OR-GOVERNMENT

4-9 EMPLOYEES	0	0
10-19	0	0
20-49	0	0
50-99	0	0
100-249	0	0
250-499	1	1
500-999	1	12
1000 & OVER	0	0

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## CLASSIFICATION: PLUMBING INSPECTOR, 5-11

SIC13	NO. OF FIRMS	NO. OF EMPLOYEES	INTERQUANTILE--RANGE Q1 MEDIAN Q3	WEIGHTED AVERAGE HIRE-RATE MAX-RATE	WEIGHTED MEAN	VARIANCE CE-IRE-MEAN
I TWELVE LARGE COUNTIES	3	8	910.33 923.27 936.21	916.47	923.27	167.
A FIRMS WITH 250+ EMPLOYEES	1	6	930.78 930.78 930.78	930.78	930.78	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	2	2	948.00 900.37 952.74	972.87	900.37	2743.
II SIX SMALL COUNTIES	0	0	0.00 0.00 0.00	0.00	0.00	0.
A FIRMS WITH 250+ EMPLOYEES	0	0	0.00 0.00 0.00	0.00	0.00	0.
B FIRMS WITH 50 TO 249	0	0	0.00 0.00 0.00	0.00	0.00	0.
C FIRMS WITH 4 TO 49	0	0	0.00 0.00 0.00	0.00	0.00	0.
D LOCAL GOVERNMENTS	0	0	0.00 0.00 0.00	0.00	0.00	0.
III MULTI-COUNTY FIRMS	0	0	0.00 0.00 0.00	0.00	0.00	0.
STATE TOTAL BASED ON SAMPLE	3	8	910.33 923.27 936.21	916.47	923.27	167.
BY-INDUSTRY						
MINING	0	0				
CONSTRUCTION	0	0				
MANUFACTURING	1	5				
TRANSPORTATION-PUBLIC UTILITY	0	0				
WHOLESALE & RETAIL TRADE	0	0				
FINANCE-INSURANCE-REAL ESTATE	0	0				
SERVICES	0	0				
LOCAL GOVERNMENT	2	2				
BY-SIZE-OF-FIRM-OR-GOVERNMENT						
4-9 EMPLOYEES	0	0				
10-19	0	0				
20-49	0	0				
50-99	0	0				
100-249	1	1				
250-499	1	1				
500-999	1	6				
1000 & OVER	0	0				

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